

MANPOWER REPORT
FOR THE
WATERBURY LABOR MARKET AREA: 1975

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ABSTRACT: This report presents an analysis of employment and unemployment trends in the WLMA. Moreover, it contains a description of the general characteristics of the Waterbury Labor Market Area labor force, the geographic boundaries of the labor market area and an inventory of existing manpower planning and training programs in the Region. Finally, the report describes some of the factors which have created a high level of persistent unemployment and the major structural impediments to employment within the Region.

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Introduction

Labor is one of the most valuable resources of any society. It is not only an important element of the economic strength and wealth of the nation, but it also contributes to the social and personal welfare of each individual worker. Increased Gross National Product and increasing standards of living are both directly attributable to the increasing productivity and increasing skill levels of American labor.

However, despite the value of our human resources expressed in labor, unemployment continues to be a vexing national, state, Regional and local problem. Unemployment not only decreases the wealth and economic vitality of the Region but tends to aggravate many social and economic problems of the individual and his or her community. Periods of high unemployment have often been associated with higher crime rates, higher public assistance payments, increased fire problems, and many other less quantifiable social and psychological problems such as poor health and lower educational attainments among the poor and the unemployed. In effect, the negative repercussions of unemployment and underemployment within the community and upon the individual clearly indicate that work serves more than a mere survival function within our society. It provides an outlet for an individual's creativity, an alternative to counter productive behavior (e.g., crime) and an opportunity for an improved standard of living. These social and psychological dimensions of work are as essential to an understanding of manpower problems in the Region as are discussions of the current employment rate.

The concern with unemployment and underutilization of our labor resources has become more critical as our nation and the Region has shifted from a manufacturing to a service oriented economy. Labor intensive service work has made manpower the most essential ingredient in the vitality of the nation's economy.

The concern with high unemployment and underutilized labor force has not always

been a prominent political problem. Historically, in pre-industrial societies, agriculture was the main source of wealth and economic power. Little emphasis was placed on labor since wealth was associated with the land. However, by the 19th Century, capital became the critical economic factor influencing productivity and wealth. As one labor historian states, "It was capital that bought machinery which more than skill accounted for rising productivity. The labor which operated the machines was relatively untrained and easily replaceable."¹ In the 20th Century, and particularly since World War Two, the emphasis was changed from capital to labor as the essential ingredient of economic wealth as technology became more sophisticated and required more skills.

Today, rising productivity depends as much or more upon the labor force and its skills as it does upon the productivity of machinery. Higher skill levels, increased education and the general advancement of knowledge over the last 50 years have accounted for a substantial portion of the increased gross national product of the nation.²

Not surprisingly, as the nation has shifted toward a service oriented economy, the government has taken a greater responsibility for the operations of the labor force and the economy. Rather than allowing the open market to allocate labor resources within the economy, the Federal Government has developed manpower programs designed to influence labor market processes to improve the employment prospects of workers. Federal intervention is particularly needed when the skills needed by the economy do not coincide with the skills of the unemployed. This condition of structural unemployment benefits neither the worker nor the economy.

¹ Sar A. Levitan, et al. Human Resources and Labor Markets, Harper Row and Publishers, New York, p. 1.

² Jules Backman, Labor, Technology and Productivity in the Seventies, Chapter 5, "Productivity and Business" by John Kendrick, New York University Press, New York, 1974, pp. 125-142.

In order to mitigate the effects of excessive structural unemployment, the Federal Government presently provides federal funding to all states under the Comprehensive Employment Training Act of 1973 (CETA) to create job opportunities for the unemployed or underemployed. The purpose of the Act is to provide job training and employment, "...for economically disadvantaged, unemployed persons and to assure that training and other services lead to maximum opportunities and enhance self sufficiency."³

Ideally, the nation's manpower policy is designed to fully utilize the underemployed and eliminate unemployment within the nation. However, in reality, the U. S. Department of Labor realizes that full employment is an improbable goal due to the problems of structural, cyclical and seasonal unemployment.

Seasonal changes in industrial production or the seasonal nature of some forms of work, like farming, can result in periods of high unemployment for certain classes of workers. In addition, there are many individuals who are unemployed because of discrepancies between the needs of the economy and the skills and aspirations of the labor force. When job openings in the labor market do not match the skills and aspirations of the labor force, there exists the problem of structural unemployment. Finally, unemployment can also be due to cyclical fluctuations in defense spending, military involvement overseas, or major changes in the world economy.

1. Waterbury Labor Market Area

A labor market area is defined as the geographic limits in which workers living at fixed addresses will seek employment. To some extent, the boundaries of a labor market area may be rather amorphous because different occupational and income groups living within a confined geographic area may have vastly different

³Manpower Report of the President, Transmitted to the Congress April, 1974, U. S. Government Printing Office, Washington, DC, p. 193.

areas of the Waterbury SMSA. These occupational and industrial differences in the size and nature of the labor market area indicates that it is somewhat difficult to establish fixed limits within which all the Region's population will seek employment.

Presently, the Connecticut Department of Labor has defined the Waterbury Labor Market Area (WLMA) as consisting of 12 of the 13 municipalities of the CNVR (see Figure I). Only Oxford, which is part of the Ansonia Labor Market Area has been excluded from the WLMA. Despite the clear geographical delineation of the WLMA, not all employed persons living in the WLMA actually work in the Waterbury Labor Market Area. Differences in the distance workers will commute to work and the information available about job opportunities in other regions tends to make the Waterbury Labor Market boundaries rather imprecise in reality. This is clearly seen in the 1970 Census Journey to Work data for the Central Naugatuck Valley Region. In 1970, 20 percent or 17,814 residents of the CNVR were actually employed outside of the CNVR (see Table I). While 57 percent of those CNVR residents who worked outside of the Region were employed in municipalities adjoining the CNVR, a substantial number - 7,700 individuals, or 43 percent of all CNVR residents working outside the Region - worked as far away as Hartford, New Haven, the Greater Bridgeport area, the southwestern region or out of state.

Even though there is a spillover of Waterbury area workers into other substate labor market areas, there are several factors which tend to limit the size of the WLMA to a geographically confined area of the State. For one, excessive travel costs and travel times to employment in other parts of the State tends to limit the options certain workers will consider. Secondly, the high cost of moving to another labor market area tends to reinforce the regional labor market concept. Thirdly, the quality of public transportation and rising gasoline prices places

areas in which they will seek employment. For instance, professionals are more likely to seek employment in broader geographical areas than unskilled laborers, and insurance workers have a different labor market area than those employed in fabricated metals. This was confirmed by data from the 1970 Census of Population. The Census indicates that while 14 percent of the laborers in the Waterbury SMSA actually travelled outside of their SMSA to reach their place of employment, as many as 28 percent of all professional and 29 percent of all managers living in the Waterbury SMSA worked outside of the SMSA. Though professionals and managers only accounted for 23 percent of the Waterbury SMSA labor force in 1970, they accounted for 33 percent of the long distance commuters working at employment sites in other areas of the state.

In contrast to professionals and managers who have labor market areas extending beyond the confines of the SMSA, for other occupations such as clerical, sales and service workers, the actual labor market area may be considerably smaller. In 1970, only 13 percent of all service workers, 16 percent of all clerical workers and 21 percent of all sales workers living in the Waterbury SMSA worked in other parts of the state.* However, more importantly, for those individuals employed in these three occupations who lived in Waterbury, there was a greater tendency to be employed within the confines of the city than for all other occupations. In fact, 80 percent of all clerical workers and 81 percent of all sales workers and 82 percent of all service workers who lived in Waterbury during 1970, worked in Waterbury. In contrast, only 66 percent of the total number of professionals living in Waterbury actually were employed within Waterbury. In effect, this not only indicates that there are occupational differences in the size of a labor market area, but that there are also different labor market areas for individuals employed in the same occupation but residing in different geographical

*See, U. S. Bureau of the Census, Census of Population: 1970 Detailed Characteristics, Final Report PC(1)-D8 Connecticut, U. S. Government Printing Office, Washington, DC, 1972.

a barrier between many residents of the CNVR and jobs in other regions of the state. A fourth problem, lack of information about jobs in other areas of the State, tends to limit a worker's search for a job to the immediate and most visible opportunities in the Region. And, finally, cultural factors, such as social and family ties, tend to deter workers from leaving their labor market area even when better opportunities exist elsewhere. While 17,814 residents of the Region were actually employed elsewhere in the State, or out of State, only 9,500 individuals from other parts of the State were attracted to working in the CNVR in 1970. This greater outmigration of labor than immigration of labor from other parts of the State not only indicates that the WLMA has rather loose geographical boundaries but that the Region has had limited employment opportunities compared to the State.

The limited number of employment opportunities in the WLMA is directly related to the local economy and the high unemployment rate in the WLMA. Historically, the WLMA has consistently recorded higher unemployment rates than Connecticut, the Tri-State Region (covering metropolitan New York, New Jersey and Connecticut) and the Nation as a whole (see Figure II). In fact, throughout the decade of the Sixties, unemployment in the WLMA was appreciably higher than nearly all regions and counties in the Tri-State area with unemployment reaching as high as 8.8 percent in 1970 (during which time the Nation's unemployment rate was only 4.9 percent and the Tri-State Region's unemployment rate was only 4.6 percent).*

As can be seen from Table II, unemployment has continued to be a severe Regional problem in the WLMA as the Region's and the nation's economy have slowed down after the Vietnam War and many manufacturing firms have been closing down or reducing their production levels over previous years. By March of 1975, the WLMA unemployment rate had reached 12.4 percent with a 9.9 percent unemployment rate in the state and a 8.7 percent unemployment rate in the nation. While most of the increase in unemployment in the WLMA that has occurred in the last year is directly

* Indeed, in almost every year since 1968, unemployment rates in the WLMA were among the ten highest of the 147 major labor areas in Continental United States.

attributable to the sluggish national economy, some of it has been caused by a disproportionate regional decline in manufacturing output over the last 20 years compared to the Nation.

Historically, the Central Naugatuck Valley Region has predominantly been a manufacturing center for metals, chemicals and rubber. This tradition dates back to the early 1800's when Waterbury became an important producer of brass products. The manufacturing sector remained the most important sector of the Regional economy throughout most of the post WWII years accounting for 63.9% of all nonagricultural employment in 1950 and 56.7% in 1960. However, during the last 15 years, as the nation has shifted toward a service economy, the level of manufacturing employment in the CNVR has rapidly declined. As of 1973, only 44.5 percent of all those working in the Waterbury Labor Market Area were employed in manufacturing and it appears that this percentage will continue to decline in the years ahead.

Despite the decline of the manufacturing sector of the Regional economy, manufacturing employment still accounts for a greater share of all employment in the WLMA than it does in the state or the nation as a whole. As can be seen from Table III, 34 percent of the state's employment and 26 percent of the nation's employment⁴ was in manufacturing in 1973--both figures appreciably less than the WLMA where 44.3 percent are engaged in manufacturing.

2. Occupational Profile of Unemployment

Partly as a result of the disproportionately large share of WLMA workers employed in what has come to be a decreasingly important (in terms of employment) sector^{*} of the nation's economy, the Region has experienced serious unemployment problems in recent years. In particular, blue collar workers and unskilled workers are the most vulnerable to unemployment and layoffs. As can be seen from Table IVA, in

^{*}As can be seen in Table IX, the Waterbury SMSA had a disproportionate number of craftsmen, farmers, operatives, manufacturing managers and metal craftsmen then the State or the Nation in 1970.

⁴Ibid., p. 312.

1970 operatives and non-farm laborers in the CNVR had an unemployment rate that was over one and a half times greater than the average unemployment rate of all workers in the Region. Indeed, in Waterbury, where most of the Region's manufacturing and unskilled jobs are located, the unemployment rate for operatives and non-farm laborers was as high as 8.7 percent for the former and 9.2 percent for the latter during the year 1970. These blue collar workers have accounted for the majority of the unemployed in the Waterbury SMSA. In 1970, 70.9 percent of all the unemployed workers in the Waterbury SMSA were previously employed in blue collar occupations while white collar and service workers accounted for another 16.9 and 10.0 percent of the unemployed respectively. In addition, the percentage of unemployed workers in the Waterbury SMSA who were previously engaged in blue collar work was substantially higher than that experienced by the state. Only 53.5 percent of the state's unemployed were blue collar workers during 1970.

Furthermore, in the past decade it appeared that blue collar unemployment has become a greater problem in the Waterbury SMSA than it has in the state. While blue collar unemployment accounted for a smaller share of the state's unemployed in 1970 than in 1960, in the Waterbury SMSA it was just the reverse. As can be seen from Table IVB, between 1960 and 1970, unemployed blue collar workers increased from 64.7 percent to 70.9 percent of all the unemployed in the Waterbury SMSA.

While no data is available for recent years, there is good reason to believe that blue collar occupations continue to have higher unemployment rates and represent a greater proportion of the unemployed than white collar or service occupations. Clearly, the announced closings of Scovill Manufacturing and Chase Brass Company in Waterbury⁵ along with reductions in the number of individuals employed by Lux Time, Homer Bronson Company, and the Bristol Division of American Chain will tend to accelerate the withdrawal of other manufacturing concerns from the Region and

⁵Waterbury Republican, "Chase Closing to Cause Taxation Pinch in City," August 21, 1975, and "Scovill To Sell All Its Plants in City," June 26, 1975.

increase the unemployment rate of many other occupations that are tangentially dependent upon the existence of these large firms.

In turn, the impending departure of many of the Region's largest manufacturing concerns will have adverse affects on the remainder of the Region's economy. Trades and services, transportation and construction and other sectors of the economy may very well face serious economic problems once many of the Region's blue collar workers leave the Region for new employment opportunities or remain unemployed for extended periods of time. Reduced employment will tend to reduce local retail sales in the Region which will, in turn, increase unemployment in other sectors of the economy which depend upon the expenditures of the blue collar dollar.

3. Geographic Profile of Unemployment

The greatest unemployment in the Region occurs in the City of Waterbury and is largely confined to those neighborhoods with the greatest concentrations of blacks, Spanish-speaking citizens and the elderly. As can be seen from Table V, in 1970 the greatest unemployment rate in Waterbury was in the downtown area surrounding the central business district. This area (census tracts 3501 to 3508) is where most blacks and Spanish-speaking residents of the entire Central Naugatuck Valley Region reside. In 1970, when the City of Waterbury had an unemployment rate of 5.7 percent, those census tracts of the city where most blacks and Spanish-speaking residents lived recorded unemployment rates well over 8 percent. The five census tracts with the highest unemployment rate in 1970 form the central core of the city of Waterbury. As one moves further away from the center of the city, the unemployment rate by census tract consistently declines in all four directions (see Figure III for a graphic presentation of unemployment in Waterbury).

This pattern of decreasing unemployment as one moves further from the central business district extends into the suburban municipalities as well. As can be seen from Table VI, with the exception of Bethlehem, the unemployment rates within

the Region's municipalities tend to be lower in those municipalities which are furthest away from Waterbury. This is primarily due to the fact that the bulk of the Region's unskilled labor force is located within or near to the City of Waterbury while most skilled or white collar residents of the Region tend to live on the perimeter of the Region. Since unskilled workers tend to be the first to be laid off in periods of high unemployment, those municipalities with the highest number of unskilled workers have experienced the highest unemployment rates.

This Regional unemployment gradient is clearly reinforced by the residential segregation of the unemployed in the central city. Greater competition for jobs, along with limited information and transportation to employment sites in the outlying parts of the city or the Region where industrial growth has been the fastest, has placed residents of the inner city at a disadvantage when looking for a job.

In 1970, when unemployment in Waterbury SMSA was 4.9 percent, it was 5.7 percent in Waterbury and 3.7 percent in the remainder of the Region. This disparity between the urban core and the surrounding suburban municipalities has grown even more pronounced over the last five years as national economic activity has remained sluggish and the Region's manufacturing sector has declined in importance. By June of 1975, the unemployment rate of the Waterbury Labor Market Area was 12.6 percent with a 15.3 percent unemployment rate in Waterbury and only a 9.7 percent unemployment rate in the remainder of the Region.

This unemployment gradient between the central city, Waterbury, and its suburbs was even more pronounced for blacks and Spanish-speaking residents of the Region. In 1970, approximately 7.3 percent of all blacks were unemployed in the Waterbury SMSA of which all of them were residing in the City of Waterbury. As a result, during that year black unemployment in Waterbury was 7.7 percent whereas there was a zero black unemployment rate in the remainder of the SMSA. (Note: only 577 blacks lived in suburban towns and 10,801 lived in Waterbury in 1970.)

Similarly, Spanish-speaking residents living in Waterbury had an unemployment rate nearly one and a half times greater than those living outside of Waterbury. Though 8.6 percent of all Spanish-speaking residents in the suburbs were unemployed in 1970, as many as 12.6 percent of those living in Waterbury were out of work. (Note: only 1,029 Spanish-speaking individuals lived in suburban towns and 3,987 lived in Waterbury in 1970.)

These regional gradients in unemployment reflect variations in the educational level, occupation and income between Waterbury residents and those living in the remainder of the Region. Residents of the suburban municipalities, regardless of their race, or sex, have higher incomes, more education and are more likely to be engaged in skilled white collar occupations than those living in Waterbury.

These social characteristics of the population appear to have some bearing on the unemployment rate recorded within each of the Region's municipalities. The municipalities with a higher percentage of white collar residents recorded substantially lower unemployment rates in 1970 and 1975 than other municipalities with a greater blue collar population.

4. Ethnic and Racial Profile of Unemployment

Many of the unemployed are either black, Spanish speaking, Vietnam veterans or youths under 21 years of age. The Waterbury CETA office estimates that in March of 1975, when the city unemployment rate was 14 percent, it was approximately 20.9 percent for blacks and 34.1 percent for Spanish Americans, 28 percent for Vietnam veterans and 40 percent for youths 16 to 21 years of age.⁶ These four groups accounted for 41 percent of all the unemployed individuals in the City of Waterbury during March of 1975.⁷

⁶ The City of Waterbury CETA Administration, Narrative Description of Title I Program for Fiscal Year 1976, p. 3.

⁷ Ibid., p. 3.

Similarly, the Balance of State Comprehensive Manpower Plan for fiscal year 1976 indicates that the remainder of the Region has a disproportionate number of unemployed blacks, Spanish Americans, Vietnam veterans and youth. In 1974, approximately 28 percent of all black and Spanish Americans were unemployed in the remainder of the Region while only 1.9 percent of all whites were unemployed during the same period. Though minorities accounted for the greatest percentage of the unemployed in Waterbury, in the remainder of the Region, youth accounted for most of the unemployment. Approximately 34 percent of all the unemployed in the remainder of the Region were 16 to 21 years of age in 1974, whereas this group only accounted for 8 percent of the total unemployment in the City of Waterbury in March of 1975.

5. Characteristics of the Underutilized and Underemployed

Many residents of the CNVR are only partially employed or are presently out of the labor force because of a lack of skills or education to compete with present job seekers. The CETA office in Waterbury and the Balance of State estimate that there are approximately 5,672 poor* in the Region of which 85 percent are in a disadvantaged situation in terms of employment. These disadvantaged workers are for the most part underutilizing their skills or education in the labor force. At present, the CETA office of Waterbury and the Balance of State estimate that approximately 78 percent of the disadvantaged workers in the Region are underutilizing their skills or abilities; the remaining 22 percent are unemployed.

6. Expansion of the Labor Force

One reason that many workers, and particularly the unskilled, are finding it

*The State Department of Labor defines poor as any non-farm individuals who earn less than \$2,590 a year or any farm individual who earns less than \$2,200 a year. For a two-member family, the poverty line rises to \$3,410 for a non-farm family and \$2,900 for a farm family with additional increments of \$820 for each member of a non-farm family and additional increments of \$700 for each member of a farm family.

increasingly more difficult to obtain employment can be traced to an expansion of the labor force. In particular, the rapid number of new entrants into the labor market during the decade of the sixties and the early seventies has made all unskilled work quite competitive.⁸ Between 1960 and 1970, the number of individuals 15 to 24 years of age increased 50.3 percent, whereas the overall population of the CNVR increased a modest 14.2 percent. These young residents of the Region have been responsible for a large share of the increase in the size of the labor force between 1960 and 1970. However, the increasing size of the Region's labor force has also been due to a recent increase in the labor force participation rates of women - particularly younger women in their twenties. This is clearly seen in a comparison between 1960 and 1970 labor force data. In 1960, the Census reported that only 40.5% of the women in the Waterbury SMSA were in the labor force, whereas in 1970 over 46 percent of all women in the SMSA were in the labor force.⁹ This increasing participation rate of women accounted for approximately 22 percent of the total increase in the size of the Waterbury SMSA labor force between 1960 and 1970.

As a result of the rapid growth of those entering the labor force and a decrease in the percentage of the population not in the labor force, workers possessing limited skills, or education, will undoubtedly be at a greater disadvantage in finding a job in the years ahead than has been the case in the past. Certainly, the combination of increasing job competition along with a general decline in the number of unskilled and blue collar job openings will increase the employment problems of those with limited skills or education.

⁸ Hyung C. Chung, The Connecticut Manpower Market in the 1970's, Connecticut Manpower Executives Association, et. al., November, 1973, p. 10, and A Statistical Packet for the Central Naugatuck Valley Region: 1975, p. IB1.

⁹ U. S. Department of Commerce, Bureau of Census, General Social and Economic Characteristics of Connecticut 1960, p. 8-120, and General Social and Economic Characteristics of Connecticut 1970, p. 8-232.

7. Mobility of the Labor Force

Another factor influencing Regional unemployment rates is the imperfect operation of labor migration patterns within the state. Ideally, labor mobility is one of the essential components of any properly functioning labor market - transferring necessary labor skills from one labor market to another as the economic activities of one labor market area expands beyond its labor supply. However, in reality, the labor force does not always move in accordance with the demands of the markets. Many labor markets may often have a greater demand for labor than is available locally and may not be able to attract the necessary manpower from other areas. Often times this imbalance between the supply and demand for labor may occur only within certain occupational groups requiring specialized skills or education not normally very plentiful within the labor market. One consequence of this imperfect allocation of labor resources within a state is that one may have large numbers of job openings and large numbers of unemployed within a local labor market area because the skills of the unemployed do not match the labor needs of the local economy.

On an individual level, one may find many individuals who consider migration to be an optimal solution to their desired career patterns. These individuals often will move or commute to other cities or states where they feel there is a greater demand for the specific skills and occupations they possess. However, in most cases this labor force adjustment process is often less than perfect since those who move from one area to another often do so (1) without adequate job information about the area to which they are moving and/or (2) because they have friends and relatives in their new location. The relative importance of non-economic motivations for moving were confirmed by a study conducted by Marshall, Kaplan and Gans in Waterbury during 1972. Their survey found that only 27.8 percent of all Waterbury residents originally came to Waterbury looking for a job and only 6.5 percent came because of a job transfer. The vast majority of Waterbury residents

came because they had friends or relatives in Waterbury (53.7 percent). These non-economic motivations for moving to Waterbury underscore the difficulties of balancing regional employment opportunities against labor resources.

As can be seen from Table VII, residents of the Waterbury SMSA have been less mobile than residents of the state as a whole. The stability of the labor force is in part due to the older age and the lower educational attainments of Waterbury SMSA residents compared to those of the state. In 1970, approximately 78 percent of all workers in the Waterbury SMSA were over 35 years of age while only 61 percent of all state workers were in this age group (see Table XVIII). Furthermore, in 1970 residents of the Waterbury SMSA had completed less school than residents of the state with median school attainments of 12.2 years in the state and only 12.0 years for residents of the Waterbury SMSA.¹²

Generally, more educated workers and younger workers tend to be more mobile and have broader areas in which they will seek employment opportunities than less educated and older workers. This was confirmed on the national level by the U. S. Department of Labor in the 1974 Manpower Report of the President. It indicates that nearly 50 percent of all moves made by Americans are made at the age of 22 or 23.¹¹ Furthermore, among the highly mobile 25 to 29 year old age group "the most highly educated members of both sexes are more than three times as likely to undertake long distance moves between states as those at the lowest educational level."¹²

Generally, older and less educated workers have been less capable of adapting to the changing manpower needs of the state since they often require extensive

¹⁰U. S. Department of Commerce, Bureau of the Census, General Social and Economic Characteristics of Connecticut 1970, U. S. Government Printing Office, Washington, DC, PC(1)-C8, April, 1972, p. 8-163 and p. 8-218.

¹¹Manpower Report of the President, Transmitted to Congress, April, 1974, U. S. Government Printing Office, Washington, DC, p. 82.

¹²Ibid., p. 84.

retraining in order to adjust to a new occupation. The considerable time and cost involved in learning new skills tends to be a very real barrier for many older workers desiring entry into occupations offering more of a promising future. Certainly, the older age of workers in the Central Naugatuck Valley Region has made it more difficult for many of them to adapt to new work as many of the region's industries which have traditionally employed older and less skilled workers have moved out of the Region.

The fact that the economy of the CNVR is heavily geared toward manufacturing and blue collar work has also tended to restrict job opportunities for younger more educated workers. By and large, these younger workers have not found adequate opportunities to match their skills in the limited labor market confines of the CNVR. Not surprisingly, the Marshall, Kaplan and Gans study found that since 1966 Waterbury has been attracting relatively few new families from outside of the city. Young Waterburians are moving to other areas of the state while youth from other areas of the state have not been attracted to Waterbury. In turn, this outmigration of the younger numbers of the labor force has tended to reduce the desirability of Waterbury as a location to develop businesses and industries heavily utilizing white collar skills.

Perhaps the only exception to the outmigration of the young has been the influx of large numbers of blacks and Spanish-speaking individuals into the Waterbury SMSA during the decade of the sixties. The rapid influx of black and Spanish-speaking individuals into the Waterbury SMSA is clearly seen in 1970 when nearly 50 percent of all non-white residents of the SMSA had moved within the last five years compared to only 31.8 percent of the total SMSA population. This rapid immigration, however, was not generally motivated by job considerations in the Waterbury area. Blacks and Spanish-speaking residents of Waterbury were more likely to have moved to Waterbury because of friends and relatives than the general population. The Gans study found that while 53.7 percent of the Waterbury

population moved because of friends and relatives living in the Waterbury area, as many as 61 percent of the Black population and 59.6 percent of the Puerto Rican population moved for this reason. The greater importance of non-economic motivations for moving to Waterbury among the non-white population has contributed to the higher employment rates among the black and Spanish-speaking population of the Region.

To add to the employment problems of non whites entering Waterbury labor market, most have arrived with less skills and less education than the general population of the Region. For Spanish-speaking individuals, the lower educational attainments have been made worse by their lack of familiarity with the English language. In 1970, as many as one out of every eight Spanish Waterburians had moved from abroad (generally Puerto Rico) within five years of moving to Waterbury. These individuals undoubtedly have had greater obstacles to employment than most residents of the Region.

8. Structural Impediments to Employment Within the Region

While the long term decline in manufacturing and cyclical and seasonal fluctuations in the supply and demand for labor within the state are important causes of unemployment in the CNVR, there are other structural factors which contribute to the high unemployment rate among certain occupational groups, ethnic or racial classes, and age groups.

Perhaps the most important non-economic factors influencing unemployment are the skill level of the labor force, its lack of access to transportation, lack of access to reliable sources of job information, its educational attainments, race and sex discrimination, spatial barriers to employment and the availability of supplementary service such as day care facilities for working mothers.

Generally, unskilled workers have a higher unemployment rate than skilled workers because they are competing with a greater number of workers for a smaller number

of the Region's jobs. Similarly, lower educational attainments are often closely correlated with higher unemployment rates because an individual without education often has a narrower series of employment choices than an individual with an education.

Another important barrier to employment is the lack of transportation available to the place of employment. If an individual cannot commute to a work site conveniently and cheaply, then that employment opportunity is not one of his or her viable options. Similarly, the lack of reliable job information concerning employment opportunities located in distant parts of the Region or the state may hinder many individuals from obtaining employment. In large part, lack of transportation and lack of reliable job information are intimately related to a third cause of structural unemployment - that being the increasing distance between employment opportunities (developing in the suburbs) and the location of the unemployed (the central city). The increasing distance between the Region's areas of high unemployment and its areas of rapid employment growth has tended to reinforce the employment barriers created by lack of transportation and reliable job information.

Finally, race and sex discrimination along with the employment disadvantages associated with being a mother and not having day care facilities for one's child may play a considerable role in reducing the employment opportunities of some individuals living within the Region.

8a. Lack of Access to Transportation

Often times, one of the greatest obstacles to an individual seeking employment is the lack of public transportation within the Region. Many jobs that may be attractive to an unemployed individual may be eliminated because (1) they would require an automobile to reach or (2) no public bus service is available. This problem is particularly severe for black and Spanish-speaking residents of the

urban core who are faced with few local job openings and are without an automobile. In 1970, as many as 58 percent of all black households and 41 percent of all Spanish households in Waterbury were without an automobile, whereas only 22 percent of all Waterbury households were without an automobile during that year.⁸

The plight of black residents without an automobile has become even more pronounced over the last 15 years as most new employers have moved to the suburbs where no public bus service is available. During the period 1960 to 1974, 73 percent of the employment growth in the CNVR took place in the suburban areas of the Region where an automobile has been a required item for obtaining employment (see Table VIII).

This suburbanization of employment opportunities has increased the proportion of jobs located in the suburbs from 34.5 percent of the total employment in the Region in 1960 to 43.4 percent in 1974. If this trend continues, it appears that by 1985 or earlier more than half of all the Region's employment will be located in the suburban municipalities surrounding Waterbury. However, this may occur even earlier if many of the large factories located in Waterbury close down within the next five years. Certainly, the announced closings of some of Waterbury's largest factories during 1975 appears to indicate that Waterbury may employ less individuals than the twelve suburban municipalities sooner than 1985.

8b. Spatial Barriers to Employment

The faster economic development of the suburban areas of the Region has tended to create a spatial barrier to employment for many low income, unskilled workers living in the urban core of the Region. This problem has been particularly severe for blacks and Spanish-speaking individuals as the blue collar jobs traditionally held by these groups have been suburbanizing at a faster rate than most occupations, while there has been only a token suburbanization of minorities within the Region. In turn, those seeking suburban employment while living in the city of

⁸ Indeed, since 1967, the number of municipalities served by local bus service has declined from seven to three in 1975.

Waterbury have been handicapped by limited public transportation, low availability of automobiles and limited information. In effect, the segregation and relative immobility of minorities in the urban core has tended to hide many of the most promising employment opportunities emerging in the suburbs from minorities of the Region.

This spatial barrier to employment may often be reinforced by an equally strong employment barrier created by union or management hiring policies. Jobs that might be in demand within the Region's external labor market may never be advertised in the job market because the position is typically filled according to the internal labor market policies of unions and management.¹³ It is estimated that on a nationwide basis, as many as 60 percent of all job openings are filled by employed workers moving from one job to another.¹⁴ Most of these openings are not advertised in the external labor market (i.e., those not employed within the company) since seniority systems and promotion policies of the company give first preference to individuals within the firm who are next in line for the job. Company or union policies of this kind tend to reduce the number of skilled or high paying job openings and increase the competition for jobs in the unskilled occupations. As a result of this internal labor market mechanism, the jobs that are advertised to the public may represent only a small fraction of the employment openings available within the Region.

8c. Lack of Access to Reliable Job Information

As jobs have moved to the suburbs, it has become more difficult for the urban poor and unemployed to learn of job openings in outlying areas of the Region. Word of mouth and employment listings in the State Employment Service are far from a comprehensive listing of the Region's suburban job openings. This problem has been

¹³ Peter Doeringer and Michael Piore, Internal Labor Markets and Manpower Analysis, Lexington, Massachusetts, Heath Publishers, 1971, pp. 1-10.

¹⁴ Connecticut Labor Department, Employment Security Division, Manpower Information for Affirmative Action Programs 1974, Waterbury Labor Market Area

particularly acute for Spanish-speaking and black residents of the City of Waterbury who lack broader social contacts within the Region and are consequently forced to rely on the more competitive and more limited employment listings carried in the Region's major newspapers.

To some extent minority groups may experience some difficulty in obtaining job information for certain types of jobs in which minorities are underrepresented because of their lack of personal contacts with individuals in certain job categories. As an example, for blacks and Spanish-speaking individuals the personal channels of job information culled from family and friends in the community may be the most important avenue for obtaining a job. This reliance on personal contacts for a job may often limit their employment horizons to those occupations in which their friends or relatives hold jobs and may serve to reinforce the prevailing career patterns of minorities within the WIMA.

In addition, job information on some employment opportunities may often require an automobile. As an example, many large factories may list some or all of their employment openings through their on site personnel office with the result that only employees or friends of employees are aware of the latest job information for that particular company.

8d. Race and Sex Discrimination

Discrimination also appears to influence the employment opportunities of many of the Region's residents. Blacks, Spanish-speaking residents and women have experienced unemployment at rates far above the average for the Region. In 1970, when the Waterbury SMSA had an unemployment rate of 3.7 percent, women had an unemployment rate of 6.4 percent, blacks 7.3 percent, and Spanish-speaking residents 12.3 percent (see Table X). For black and Spanish-speaking women who suffered from both race and sex discrimination, the unemployment rates were even higher - 8.6 percent in the case of black women and 14.4 percent for Spanish-speaking women.

Another indication of the relative importance of race and sex discrimination in limiting employment opportunities of some of the Region's residents can be seen in the complaints received by the Waterbury Commission on Human Rights and Opportunities in 1974. During that year, approximately 57 percent of all complaints for violation of the Fair Employment Practices Law were because of race discrimination and 23 percent were complaints for sex discrimination. In contrast, less than ten percent were because of discrimination based on physical disability and less than ten percent because of age discrimination.

Another manifestation of employment discrimination can be seen in the relative earnings of workers from different racial backgrounds working within the same occupation. In 1970, the median earnings of black men were almost \$2,000 less than the median for all men in the Waterbury SMSA, while that of Spanish men was almost \$2,200 less than the median. Indeed, in all but one occupational category, black men and women earned less than the average for men and women employed in the same occupations in the Waterbury SMSA. Only within the occupation of unskilled laborers did black men earn more than the Regional average (see Table XI).

Similarly, the median earnings of women in the SMSA were appreciably less than the median earnings of men engaged in the same occupations. During 1970, male workers engaged as operatives earned approximately \$3,200 more a year than did female workers in the same occupation. While some of this disparity may be due to seniority, or the longer number of years of employment among male workers, there is reason to believe that some of it is due to sex discrimination. For black women, the median earnings in 1970 were even lower than those of all women in the Waterbury SMSA. As can be seen from Table XI, black women earned about \$400 less than the median earnings of all women in 1970.

A third indication of a broader discrimination confronting minorities within the Region can be seen in the occupational distribution of black workers within the labor force. Historically, non whites (i.e., blacks) have had a disproportionate share

of the unskilled blue collar jobs and service jobs within the Waterbury SMSA. In 1960, approximately 63 percent of all non whites were employed in blue collar occupations and another 17.5 percent were engaged in service work. By 1970, the relative importance of service and blue collar work within the black labor force declined slightly with only 60 percent of all blacks engaged in blue collar work and only 13.6 percent in service work. This reduction in the proportion of blacks engaged in low skilled work is largely due to an increase in the number of blacks engaged in white collar work. The number of non whites holding white collar jobs increased from 8.0 percent in 1960 to 25.4 percent in 1970 largely due to a rapid increase in the number of black women employed in the clerical field (see Table XII). However, despite this influx of non whites into the clerical occupations, non whites are still more heavily represented in the blue collar and service occupations. In 1970, approximately 45.6 percent of the labor force in the Waterbury SMSA were engaged in white collar employment compared to 23.8 percent for blacks and 29.7 percent for Spanish-speaking individuals (see Table XIII).

This systemic discrimination of non whites is not necessarily directly related to employment discrimination in hiring or in promotions. Much of the difference between the occupational distribution of whites and non whites within the various sectors of the labor force can be traced to other forms of discrimination such as education, housing and health which tend to limit non-white employment opportunities through (1) reduced levels of education or skills, (2) residential segregation in high unemployment areas and (3) limited health services.

6e. Educational Attainments of the Labor Force

Generally, residents of the Region have received less higher education than residents of the State. In 1970, 24.4% of all State residents over 25 years of age had completed one or more years of school at the college or post-college level. In contrast, only 18.9 percent of the residents of the Waterbury SMSA and only 14.3 percent of Waterbury residents over 25 had completed one or more years of

college level education. For black and Spanish-speaking residents of the Waterbury SMSA, the number of individuals completing one or more years of college was even less; only 10.5% of all blacks and 12.7% of all Spanish-speaking residents went to college in 1970 (see Table XV).

The lower educational attainments of the Region's population compared to the State generally explains why many of the Region's residents have followed careers in blue collar, non-professional occupations where education is less of a barrier to employment opportunities. In turn, for black and Spanish-speaking residents of the Region, their lower educational attainments have tended to reinforce their labor force participation in blue collar and unskilled jobs and limited their entry into professional occupations and occupations with opportunities for advancement.

The lower educational attainments of the Region's population has been a particular problem in recent years as the unemployment rate in all occupations has continued to rise. In effect, those with only 4 years of high school or less have often been forced to compete with college graduates who, unable to find a job that fully utilizes their educational level, are looking for jobs that require less education. Indeed, as the competition for jobs has increased at the unskilled job level, many businesses and firms have often upgraded their standards giving preference to those with college degrees even though the work may require little or no formal educational training. As business and industry has become more choosy, taking those with the best credentials, regardless of its relevance to the requirements of the job, those with the least education have often found themselves at a greater disadvantage in looking for work even when they have the necessary experience and training required for the work.

Indirectly, lack of education can also be a barrier for many individuals who are uncertain where and how to go about looking for a job. High school graduates and college graduates are generally given counseling and guidance on possible careers

and job opportunities; but, for those who never completed high school or college, these information centers are either (1) not available or (2) not known to exist.

Sf. Supplementary Services

Another barrier to employment for some individuals in the labor force has been excessive family and child care responsibilities. Naturally, this problem has been most acute for mothers with children under the age of six. These individuals may desire employment but because of a lack or the cost of substitute care for the children, they may be forced to remain at home.

One alternative to the departure of mothers from the labor force has been to provide substitute care for the children to enable a woman to continue on in her career. Day care centers for the care of children under 6 have grown in popularity over the last ten years and appear to be increasing the labor force participation rates of women as well as broadening their career patterns into jobs requiring more skills and education.

Today there are well over 50 nursery and child day care facilities located within the Central Naugatuck Valley Region with another 243 private homes licensed to care for preschool children. As can be seen from Table XIX, 35 of the 56 nursery and child care facilities are located in the suburban municipalities of the Region where mothers with children under 6 are more likely to be employed or pursuing a career. However, the need for day care facilities is not simply limited to middle class housewives who desire to pursue a career. The need for day care centers is also strongly felt by many black, Spanish-speaking mothers and unwed mothers living on low incomes or public assistance. These mothers, unlike most mothers, have a greater need for employment and a greater need for supplementary services to assist them while they are at work. Not surprisingly, black women and mothers, without a husband, having children under 6, had appreciably higher labor force participation rates than the female population as a whole. In 1970, when

29.8 percent of all women with children under 6 were in the labor force, as many as 50.9 percent of all black mothers and 40.4 percent of all other mothers with no husband were in the labor force (see Table XV). The higher participation rates of mothers without husbands and black mothers is in large part due to their being the head of the household and having sole financial responsibility for the care and upbringing of the family. While their higher participation rate indicates that mothers with children can participate in the labor force, it signals the need for publically supported day care centers in order to alleviate some of the woman's burden of being a mother and a bread winner at the same time. Certainly, the provision of more day care centers in the Waterbury area might very well increase the number of women desiring employment or more satisfactory full-time work.

9. The Broader Unemployment Problem

Traditionally, discussions of unemployment in the State of Connecticut focus on the number of individuals who for an entire week did not work, were looking for work, available for work, able to work or were seeking work. Individuals who are desiring employment, but who are not actively seeking work (i.e., because of enrollment in college) or individuals who are underemployed in part-time, low skilled occupations are not counted in official labor department estimates of unemployment. Furthermore, there may be many other individuals not officially considered unemployed, who would consider working if suitable opportunities existed within the local economy. Typically, students, housewives, the elderly and rehabilitated offenders have all too often been underemployed or unemployed (without being counted in the official unemployment rate) even when they might like to be working at a full or part-time job. As a result, unemployment rates for the nation, the State and the Waterbury Labor Market Area represent only a fraction of the total unemployed. One manpower writer went as far as saying that in 1971, when the official national unemployment rate was 5.9%, the actual number of

unemployed not counted by the U. S. Labor Department may have reached near 25% of the labor force.¹⁵

One indication of the extent of unemployment in the Region can be seen in the U.S. Census data for labor force participation in the Waterbury Standard Metropolitan Statistical Area. As can be seen from Table XVI, the labor force participation rates of males under 21 is appreciably below that of 25 to 64 year old males in the Waterbury SMSA. While less than 69 percent of those under 21 participated in the labor force, over 92% of those between 25 and 64 years of age were in the labor force. While this reduced labor force participation rate of youngsters generally indicates a high college or technical school enrollment, it also points to a severe level of unemployment. Many youths have either (1) not entered the labor force because of its limited or unsatisfactory opportunities or (2) have entered college as an alternative to unemployment. Neither of these groups are officially tabulated in the Waterbury Labor Market Area unemployment rates.

Significantly, in 1975, the Waterbury CETA office estimated that as many as 40 percent of all 18 to 21 year olds in Waterbury were unemployed. This estimate did not include those youngsters who were not in the labor force.

Another group which is often undercounted in unemployment tabulations is women. Despite the fact that women of all ages are participating more in the official labor force, they are still poorly represented in nearly all age groups. The overall female participation rate in Waterbury SMSA was 46.3% - considerably lower than the 79% rate for men or the 90% rate for men between the ages of 25 and 64. While male labor force participation rates continue to increase with age up until 45, the participation rates of women are less predictable. At first,

¹⁵Garnter, Alan, Russell Nixon and Frank Riessman (editors), Public Service Employment, Chapter 3, "How Many Jobs for Whom", by Bertram Gross and Stanley Moss, pp. 28-36, Praeger Publishers, New York, 1973.

¹⁶Telephone interview with Al Horowitz of the Connecticut Department of Labor, September 23, 1975.

female participation rates rise from the age of 14 to 21 and then decline until the age of 35 whereupon they resume rising up until the retirement age of 65. These differences in the labor force participation rates of women of different ages in the Waterbury SMSA reflect the normal evolution of a woman's life through marriage, the birth of the first child, to the departure of the children from the family. After 21, women have a lower participation rate because of the onset of marriage and the birth of and caring for children. While marriage tends to reduce the participation of females in the labor force slightly, the birth of the first child lowers the rate even further. Between the ages of 21 and 35, women tend to remain out of the labor force until their children have entered primary school. However, not all mothers remain at home. Middle class women whose husbands earn more than \$10,000 a year are more likely to remain at home with their child than women whose husbands earn less than \$3,000 a year. During March of 1973, the U.S. Department of Labor indicated that nationally only 26.4 percent of all married women with children under 6 years of age whose husbands earned \$10,000 or more were employed whereas 44.6 percent of all women with children under 6 whose husbands earned less than \$3,000 a year were in the labor force.¹⁷

Once the child is old enough to enter school, mothers, regardless of the income of their husbands, are relieved of some of their responsibilities (generally around the age of 35 to 40) and have greater time to resume their old careers or start new ones. While the interruption of the mother's career may be essential for the upbringing of the children, it tends to place older women desiring work at a disadvantage when reentering the labor market. Less skills, lower educational attainments and an unstable career pattern tends to limit a mother's employment opportunities more than that of men of similar age. As a result, the fact that women between the ages of 35 and 64 had a labor force participation rate of 56%

¹⁷U. S. Department of Labor, Bureau of Labor Statistics, Marital and Family Characteristics of the Labor Force in March 1973, Special Report 164, April, 1974, p. 25.

while men in those years had a participation rate of 95% may indicate that many women who would like to work may have found few satisfactory opportunities to entice them out of the household, and too little work experience to compete with those who have had no interruptions in their careers. To some extent, the fast changing requirements and skills of some occupations such as nursing may make the early education and training of older mothers obsolete or irrelevant in the present job market. These problems, along with the duties of married life, contribute to the removal of many women from the labor force who might otherwise wish to work.

A fourth group that has traditionally had a lower than average labor force participation rate are black men. As can be seen from Table XIV, in all but one occupational category (those 22 to 24) black men are underrepresented in the labor force. Some of this reduced participation rate for black youths is due to enrollment in school accounting for 28 percent of all blacks out of the labor force in 1970. However, a large number of blacks - approximately 22 percent of all blacks who were out of the labor force in 1970 - were not working because they were inmates of health, mental health, convalescent or correctional institutions. In contrast, only 5.3 percent of the general population of the Waterbury SMSA was out of the labor force because of being confined for health, mental health or correctional treatment. In effect, where nearly half of the SMSA male population (47%) out of the labor force was 65 years of age or over, only one quarter of all black males out of the labor force were over 65 years of age.

The disproportionate number of blacks who were inmates of institutions appears to be closely related to the (1) poorer health and (2) higher crime rates found among black men. In 1974, the Waterbury Police Department indicated that approximately 32 percent of all offenses for which arrests were made were committed by blacks.¹⁸ In

¹⁸ Waterbury Police Department, 1974 Annual Report, pp. 30-34.

contrast, blacks represented only 10.1 percent of the Waterbury population in 1970. The social problems and stigmas associated with crime have all too often unnecessarily restricted the employment opportunities of black men throughout their working lives. Either they are forced out of the labor force because nobody will employ them or they are forced to accept low skilled, low paying work which no one else cares to perform. In turn, the higher unemployment rate among black men may have an effect on the crime rates and the health problems of these individuals. In either case, the poor health and prior arrest records of many black men tends to make them the least desirable candidates for employment in a competitive labor market.

These social stigmas (i.e., incarceration and mental health treatments) have not only contributed to the disproportionately higher number of blacks out of the labor force, but have contributed to the disproportionately higher number of blacks unemployed or employed in unskilled and blue collar work.

Though many individuals not in the labor force might consider employment if the right opportunity emerged, there are many who would not. This latter group is as important to the functioning of the Waterbury Labor Market as the labor force itself. For if all individuals within the Region were to seek employment, there would not be sufficient opportunity to meet all of the demand for work. For this reason, many economists feel that while the departure of housewives, students and the elderly from the labor force may limit their employment prospects, it also serves the positive function of reducing unemployment rates and limiting job competition for the remainder of the labor force. Ideally, this limited labor force participation rate should occur among those who could afford not to work while those urgently desiring and/or needing work would be encouraged in their work aspirations. Needless to say, this idealistic division of our society between the employed and the unemployed does not necessarily coincide with the financial conditions of the general population. Many who urgently need a job are

without employment while many who are employed could easily survive off the income of their spouse.

10. Employment Prospects in the Region

There is general agreement among all manpower offices in the State that nonmanufacturing jobs will grow at a faster rate than manufacturing employment over the next five years. According to the Connecticut Manpower Market in the 1970's, professional occupations will experience the greatest increase in job openings followed by service, clerical and sales work occupations.¹⁹ Indeed, professional and clerical job openings alone are expected to account for almost half of all the added needs for manpower in the State in the decade of the seventies.¹⁵ These estimates are supported by the Waterbury CETA office as well. They estimate that the fastest growing occupations in the Waterbury area are clerical work, medical technicians, computer operators, hairdressers and machine trades. With the exception of machine trade work, all of the Waterbury CETA estimates appear to follow the state pattern of rapid nonmanufacturing employment growth.

On a broad level, the Waterbury CETA estimates are supported by past employment trends revealed by the U.S. Census for the Waterbury SMSA. Between 1960 and 1970 the greatest employment growth in the Waterbury SMSA took place in professional, clerical and service occupations accounting for over 90 percent of the gross increase in employment. In contrast, those occupations which have traditionally been the most important segment of the WLMA labor force have shown only modest increases or slight declines over the past decade. As can be seen from Table XX, the largest occupational group in the Waterbury SMSA - operative workers - had a loss of 2,839 jobs between 1960 and 1970 while other blue collar occupations such as craftsmen and laborers increased at less than 4 percent annually over the

¹⁹ Chung, Hyung C., The Connecticut Manpower Market in the 1970's, Connecticut Manpower Executives Association, November, 1973, p. 24-26.

¹⁵ Ibid., p. 25.

decade of the sixties.

Though nonmanufacturing employment will grow at a faster rate than manufacturing employment, the Connecticut Manpower Market in the 1970's estimates that on a local level the nonmanufacturing labor force will grow at a slower rate in the WLMA than in the State as a whole. The demand for nonmanufacturing employment in the State is expected to grow 41% between 1970 and 1980, while in the Waterbury Labor Market Area, it is expected to increase only 18% over the same period.²¹ The slower rate of nonmanufacturing growth for the WLMA generally reflects the Region's history as a major manufacturing center and its limited number of white collar oriented jobs.

As a result of the anticipated slow growth rate of nonmanufacturing jobs in the WLMA, professional workers and managers may have to commute to other labor market areas to obtain satisfactory employment opportunities. Indeed, in 1970, professional workers and managers living in the Waterbury SMSA were more likely to commute to another labor market area than professional workers and managers living in Connecticut's three largest SMSAs and in the State as a whole. Nearly 29 percent of all professional workers and managers living in the Waterbury SMSA commuted to other labor market areas whereas less than 16 percent of those in Hartford, about 26 percent of those in Bridgeport and about 17 percent of those in New Haven traveled out of their SMSA to reach their place of employment. The greater outcommuting of professional workers and managers in the Waterbury SMSA will probably continue through the decade of the seventies as white collar employment opportunities grow at a faster rate in other parts of the State than in the Waterbury SMSA.

²¹Ibid., p. 76.

²²U. S. Bureau of the Census, Detailed Characteristics of Connecticut, Table 190, 1970.

11. Manpower Planning in the Region: The Comprehensive Employment Training Act (CETA) of 1973

As of 1974, the Central Naugatuck Valley Region has been eligible for federal funding from the U. S. Department of Labor for the purpose of providing job training and employment opportunities for economically disadvantaged, unemployed or underemployed persons. Unlike previous manpower programs, CETA represents a positive step toward decentralizing manpower planning from the federal level to the local and regional levels. While the Comprehensive Employment Act of 1973 allows an entire labor market area to be eligible for direct funding from the federal government, the City of Waterbury decided to administer its own manpower planning program and allow the remainder of the Waterbury labor market to be eligible under Balance of State funding provisions of the Act. As a result, the Central Naugatuck Valley Region is now served by both the City of Waterbury, prime sponsors of CETA, and the Balance of State Comprehensive Manpower Plan.

Under CETA, the federal government has established four major manpower programs geared to meet the needs of (1) the unemployed, (2) the special needs of low income youth (Job Corps), (3) the special needs of target groups such as offenders, youth, those with limited English speaking ability, and older workers, and (4) to provide public service employment in jobs providing needed public services in areas of substantial unemployment.

In fiscal year 1976, the two CETA programs operating in the Region are expected to serve approximately 2,476 different persons at a cost of approximately \$5,699,841. As can be seen from Table XVII, 78 percent of the 2,476 individuals to be served in fiscal year 1976 are residents of Waterbury where unemployment has traditionally been the highest and where most of the special target groups falling under Title III of the CETA are to be found. However, the major thrust of the Waterbury CETA program is Title I which is geared toward developing job opportunities, providing on the job training, education, and assisting enrollees with such

supplementary services as transportation, day care, subsistence and other expenses that may be necessary to enable an individual to participate in the program.

One indication of the importance of Federal manpower programs in the Region is their relative importance in reducing unemployment. Assuming that all of the 2,476 individuals to be served by CETA in the Region during fiscal year 1976 were enrolled in a CETA program during June, 1975, the Region would experience a 4.4 percent decline in the number of unemployed individuals during that month. However, more importantly, if the CETA programs in the Region were to be discontinued, the Region's unemployment rate could rise as high as 1.5 percent from 13.3 to 14.8 percent if all of the CETA enrollees were, under one hypothetical situation, enrolled in a CETA program at one time.

Since the 1,340 individuals to be served in Waterbury represents 3.4 percent of the Waterbury labor force, it is clear that the Waterbury CETA program is not only providing training and education, but playing a small role in reducing unemployment. Indeed, in mid 1975, when the Region had a total of 10,527 unemployed individuals, the two CETA programs were contemplating serving as many as 2,476 individuals - a figure representing approximately 25 percent of the Region's unemployed.

While the manpower programs of CETA cannot solve all of the structural unemployment problems, it does provide a means of steering many of the unemployed or underemployed into the most promising and/or the fastest growing job opportunities in the Region. Furthermore, by providing counseling and on the job training, the Region's two programs are providing many unemployed individuals a chance to broaden their employment options and increase their work experience prior to entering the labor force on their own. On a broader level, the CETA program should serve to channel more individuals away from the least promising occupations existing in the Region and the State and lead them into occupations for which there is expected to be a substantial need in the next decade. This should alleviate

some of the disparity between the occupational needs of the Regional economy and the skills and experience of the Region's unemployed.

12. Other Manpower Planning Programs

While CETA directly serves a large segment of the economically disadvantaged and unemployed in the Region, there are a number of other manpower programs which are sponsored by CETA but operated by other agencies.

In Waterbury, the NOW, Inc. office is operating several manpower programs designed to meet the employment needs of older citizens, youths and those with prior arrest records. The Youth Employment Program (YEP) provides employment for Waterbury youths in school and remedial education and training for Waterbury youths out of school. This is the only manpower program which the NOW office administers with funds made available through the Waterbury CETA program. However, NOW, Inc. also provides manpower programs for senior citizens and those with prior arrest records through other federal funding sources. The Senior Achievement program is geared toward providing part-time employment for Waterbury residents over 60 years of age. This program is funded in part through a grant from the Area Agency on Aging and the Community Services Administration. In addition, NOW, Inc. administers the Adult Redirection program designed to assist, counsel and find employment for Waterbury area residents who are presently in jail or who have had prior arrest records. This program began as of the fall of 1975 and is funded through monies made available through LEAA to the Connecticut Department of Corrections.

In addition to NOW, Inc.'s manpower programs, there are several other major CETA programs operated by other Waterbury agencies.

The Waterbury Area Retired Workers Council provides employment for 40 individuals over 55 years of age under its federal senior aide program. The Opportunities Industrialization Center provides employment and training for 62 Waterbury

residents under a subcontract from the Waterbury CETA office with special emphasis on machine trades and clerical skill training. Finally, the Waterbury Board of Education operates the Manpower Educational Training Center ^(METC) and serves 68 individuals with the aim of preparing these individuals for a job in the clerical field and providing prevocational training in languages and shop training in machine trades. While METC provides supplementary educational training in the English language for those who speak Spanish or another foreign language, or for those who did poorly in English in school, the primary emphasis of the program is on providing guidance and training that leads to job placement. In addition, the Board of Education provides another separate program called Promesa which is specifically geared toward improving an individual's command of the English language. Combined, Promesa and METC are heavily oriented toward removing the educational and language barriers to employment which have so often limited the employment opportunities of Spanish speaking and other foreign language groups.

In addition to the major CETA programs operated by other Waterbury Agencies, there are several manpower programs that are operated by the private sector. Junior Achievement of Greater Waterbury provides over 300 youths with assistance and training in starting their own business under the guidance of professionals and managers in local business and industry. This program is open to youths who are in or out of school and attempts to give them the necessary training to develop a career in business. A second manpower program that is of special interest is the Community Work Shop, Inc. in Waterbury. The Community Work Shop, Inc. exclusively employs handicapped individuals (approximately 20 at ~~the~~ present time) for assembly, packaging, salvaging, collating and inspection operations that are subcontracted by area businesses and industries.

Finally, the Region's municipalities are eligible for federal funding under the Job Opportunities Program, Title X of the Public Works and Development Act of 1965. This Act allows municipalities suffering from a high rate of unemployment

to improve municipal services by hiring workers from their area. Presently, the town of Thomaston has received tentative approval to employ 20 persons for a \$200,000 restoration of the town hall and the Opera House, and the City of Waterbury Manpower Program has received tentative approval of three proposals that would each provide \$170,000 to \$200,000. Other municipalities in the Region have also applied for funds through the Job Opportunities program but, as of yet, have not received approval for funding.

SUMMARY OF OBJECTIVES AND POLICIES

- OBJECTIVE I: To improve the employability of the economically disadvantaged, socially stigmatized, the handicapped, the unemployed and under-employed so that they can compete for occupations which are more meaningful and which will enhance their self sufficiency.
- Policy I.1: To upgrade underutilized workers by providing training and opportunities for advancement.
- Policy I.2: To assist older workers in finding work and/or training.
- Monitor I.2.1: Monitor the number of workers over 65 years of age seeking employment in the WLMA.
- Policy I.3: To provide work experience and/or training to youth in order for them to acquire work habits, and skills which will make them competitive in the labor market.
- Program I.3.1: To encourage local business and industry to provide information on job opportunities to schools, colleges and manpower agencies and to increase business and industrial management participation in youth training and apprenticeship programs either through voluntary programs such as Junior Achievement of Greater Waterbury or under salaried employment within local business or industry.
- Policy I.4: To encourage high schools and colleges in the Region to develop work study programs that would increase the work experience of youth before graduation. Work study programs could be supplemented by liberal admission and reentry policies allowing students time off from school to work with the assurance of guaranteed reentry into the school system at any later date.
- Policy I.5: To provide training and related services in languages other than English where a need exists in the Region.

Program I.5.1: Encourage manpower planning agencies and social service agencies to recruit more Spanish-speaking individuals for counseling and training of the unemployed Spanish-speaking residents in the Region.

Monitor I.5.1: Monitor the success of Waterbury Board of Education's supplementary English as a 2nd language course geared to Spanish-speaking residents seeking employment.

Policy I.6: To give special priorities to the employment of special veterans, welfare recipients and trainees of CETA programs in finding public service employment.

Policy I.7: To encourage the Connecticut Department of Corrections to expand its community release program designed to ease an offender's transition back into the community through working within his or her community.

Monitor I.7.1: Monitor the number of work release programs and their effectiveness in the CNVR.

Policy I.8: To encourage business and industry in the state and the Region to subcontract light duty and unskilled production functions to organizations like the Community Work Shop, Inc., which employ handicapped and medically disabled individuals.

Program I.8.1: To support the purchase of a mini bus equipped to carry handicapped individuals that could be used to provide these individuals with increased accessibility to jobs in the Region.

OBJECTIVE II: To retrain individuals whose skills have been rendered obsolete due to technological change.

Policy II.1: Emphasis should be placed in assisting workers formerly employed in occupations which have been declining the fastest in the CNVR in obtaining new skills and/or education.

Monitor II.1.1: Monitor the number and rate of unemployment among machine trades, processing operations and bench work occupations in the WLMA.

Program II.1.2: The Region's technical schools should provide educational and skill training in all those areas in which employment opportunities are growing the fastest.

OBJECTIVE III: To provide improved and expanded public transportation between the City of Waterbury and employment sites in the surrounding municipalities of the Region.

Policy III.1: To encourage the use of commuter buses operated by local industries for the benefit of their employees.

Program III.1.1: The Region's largest employers should be informed of the results of the CNVR Transit Study and the experimental Southern New England Telephone Company's Commuter mini-bus operated by employees.

Policy III.2: To develop a statewide computer operated carpoolers' matching system to relieve the rising costs of those relying on automobiles to reach their place of work.

Program III.2.1: To inform residents of the Region of the existing state computer carpoolers' matching system.

OBJECTIVE IV: To assist individuals not in the labor force in seeking employment.

Policy IV.1: To encourage the establishment of day care centers for the children of mothers wishing to work but with particular emphasis on those mothers who are the head of the household.

Monitor IV.1.1: Monitor the number and location of day care centers, nursery schools and licensed homes serving residents of the CNVR.

Program IV.1.2: To develop and publish a Working Persons' Guide to Day

Care Centers and licensed homes in the CNVR.

Policy IV.2: To provide improved health and medical care to the Black and Spanish-speaking community in order to increase the employment prospects of individuals who have been forced out of the labor force through illness or disability.

OBJECTIVE V: To improve the information and the manner in which individuals select their career at the high school and the college level.

Policy V.1: To encourage the CETA program to establish job counseling for the general high school population in the Region so that career choices are made in light of employment opportunities.

Program V.1.1: To provide high school and college guidance offices with up-to-date Connecticut Labor Department Information on the employment prospects in the Region and the State.

Policy V.2: To encourage the Connecticut State Labor Department to develop and publish a weekly newspaper designed to advertise skilled job openings in the entire state with more detailed listings for unskilled jobs in each individual labor market area of the state.

Policy V.3: To encourage all employers in the Region to announce employment openings through the State of Connecticut Labor Department, Connecticut Employment Service in Waterbury.

OBJECTIVE VI: To alleviate the effects of employment discrimination upon race, sex, age and national origin groups which presently suffer from abnormally high unemployment rates.

Policy IV.1: To encourage all employers within the Region to be aware of the state and federal regulations governing employment discrimination.

Monitor IV.1.1: Monitor the number of complaints and the final adjudication of complaints for violation of the Connecticut Fair Employment practices law in the CNVR.

Policy IV.2: To encourage the Commission on Human Rights and Opportunities to develop educational programs to inform residents of the Region of their employment rights.

OBJECTIVE VII: To encourage the development of career lines within all occupations which offer greater opportunities for advancement, greater productivity and greater worker satisfaction throughout the career development process.

Policy VII.1: To encourage experiments in job restructuring that offer greater responsibilities and satisfaction to workers at all levels of management.

Program VII.1.1: To promote research and encourage local experiments in cooperative ownership among those businesses and industries in which worker participation in management have proved to increase worker morale, self-esteem and job satisfaction.

OBJECTIVE VIII: To attract business and industry into the Region which will (1) promote the development of the service sector of the economy and (2) be able to utilize the existing manpower resources of the Region.

Policy VIII.1: Efforts must be made to encourage stable business and activities, particularly those in the non-manufacturing sector, to locate in the Region.

Monitor VIII.1.1: Monitor the employment growth of white collar and service workers in the trades, finance, government and service sectors of the WLMA economy.

Program VIII.1.2: To support the Waterbury Chamber of Commerce program

designed to promote the economic development of the Region.

Policy VIII.2: To provide training and job counseling for the unemployed and underemployed to increase their chances of competing for the new employment opportunities that will be emerging in the years ahead.

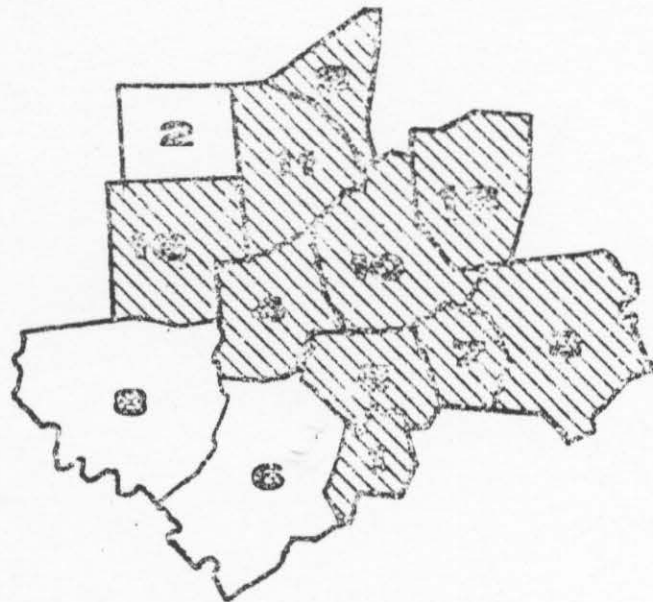
OBJECTIVE IX: To increase worker satisfaction and worker safety in all occupations within the Region's economy.

Policy IX.1: All businesses and industries are encouraged to comply with the requirements set forth under the Occupational Safety and Health Act.

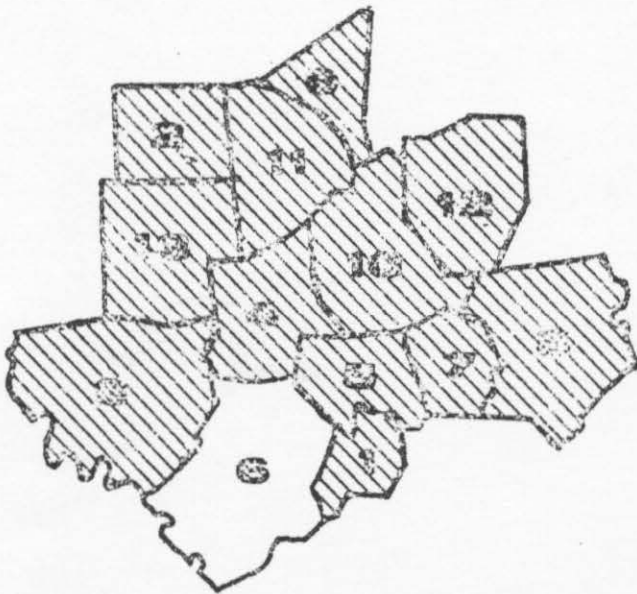
Monitor IX.1.1: Monitor the number, type and frequency of occupational injuries and disabilities in the CNVR.

Policy IX.2: Programs to reduce the work week to 4 days or providing other means of increased leisure time for workers are encouraged as valuable means of increasing morale and worker satisfaction.

Figure I



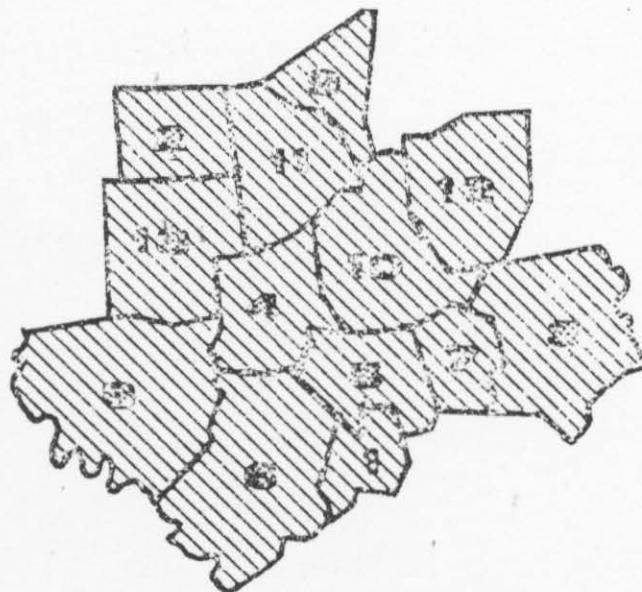
WATERBURY
STANDARD METROPOLITAN
STATISTICAL AREA (1970)



WATERBURY LABOR MARKET AREA

LEGEND

1. BEACON FALLS
2. BETHLEHEM
3. CHESHIRE
4. MIDDLEBURY
5. NAUGATUCK
6. OXFORD
7. PROSPECT
8. SOUTHBURY
9. THOMASTON
10. WATERBURY
11. WATERTOWN
12. WOLCOTT
13. WOODBURY



CENTRAL NAUGATUCK VALLEY
PLANNING REGION

Figure II

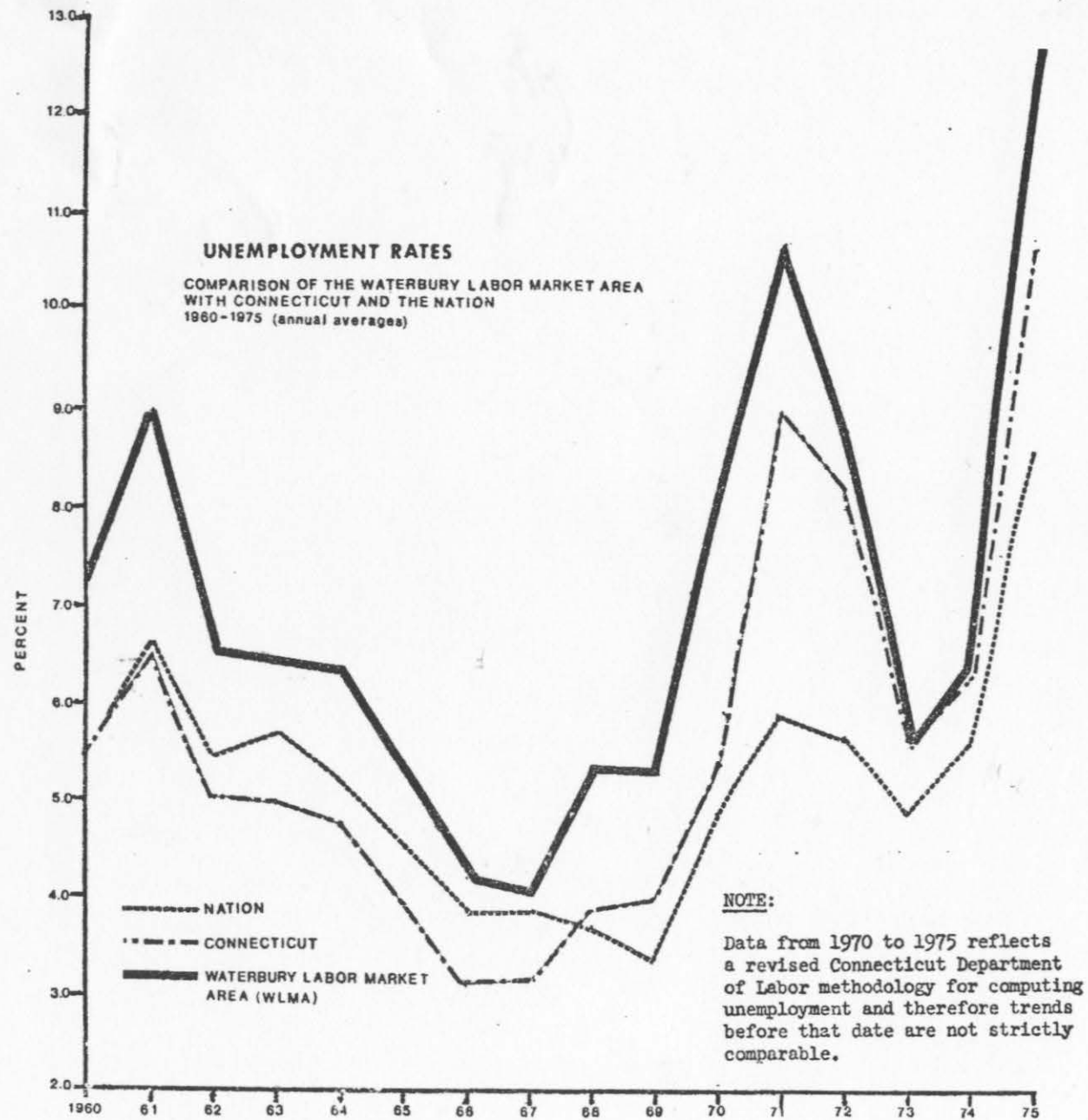


Figure III

UNEMPLOYMENT IN WATERBURY BY CENSUS TRACT: 1970

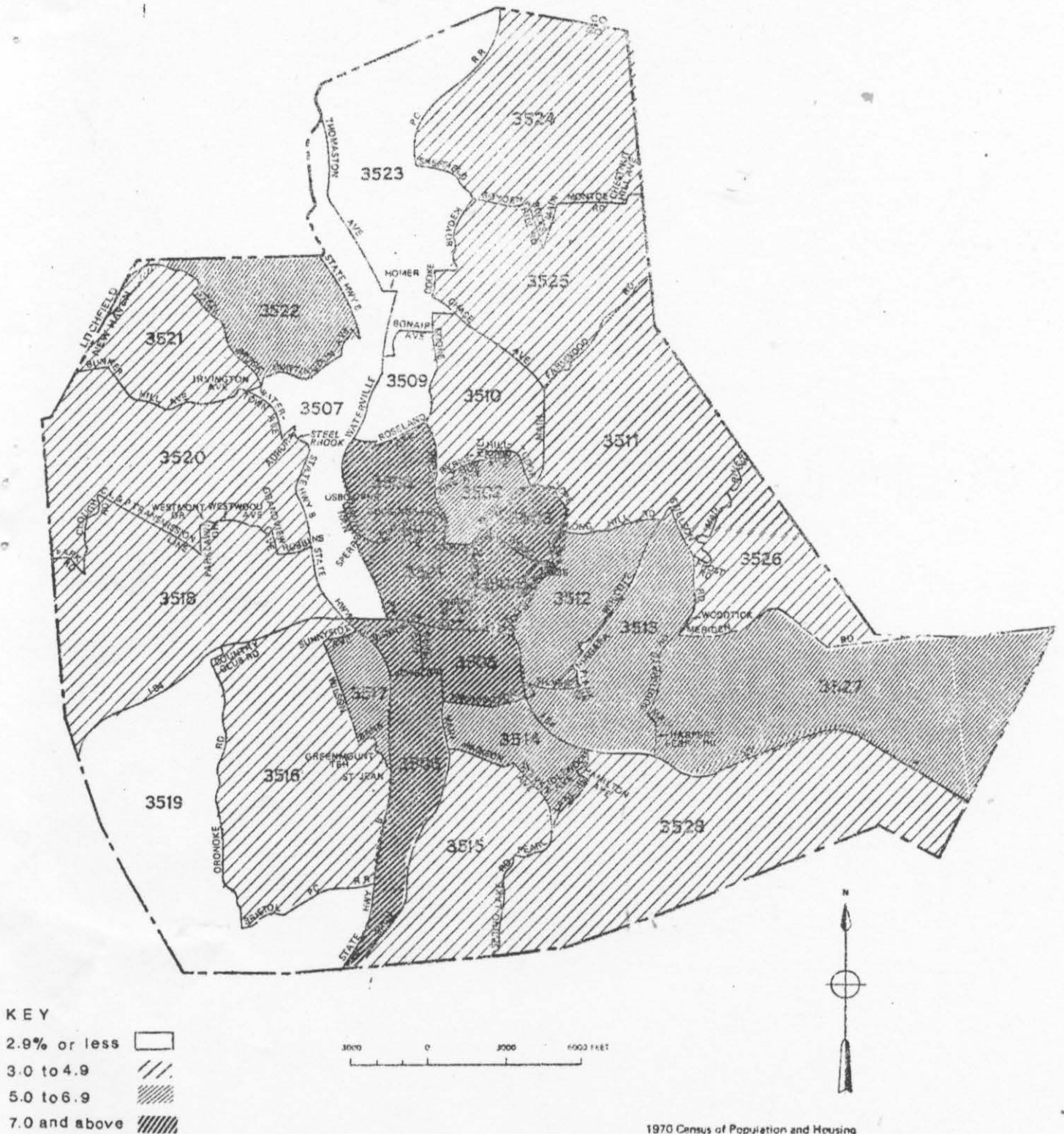


Table I

Places of Residence of Persons Employed in the CNVR and
Places of Employment of CNVR Residents (1970)

Location	Place of Employment of CNVR Residents		Residence of Those Employed in CNVR	
	Total	%	Total	%
CNVR	70,093	79.74	70,143	88.10
Waterbury	43,000	48.92	38,030	47.77
CBD	11,265	12.81	1,832	2.30
Remainder of Waterbury	31,735	36.10	36,198	45.47
Remainder of Region	27,093	30.82	32,113	40.34
Beacon Falls	613	.70	883	1.11
Bethlehem	271	.31	638	.80
Cheshire	3,282	3.73	3,341	4.20
Middlebury	2,260	2.57	1,931	2.42
Naugatuck	8,871	10.09	7,599	9.54
Oxford	400	.45	627	.79
Prospect	658	.75	2,009	2.52
Southbury	1,649	1.87	1,178	1.48
Thomaston	2,417	2.75	1,790	2.25
Watertown	3,958	4.50	6,433	8.08
Wolcott	1,606	1.83	3,754	4.71
Woodbury	1,106	1.26	1,930	2.42
South Central Region	6,977	7.94	2,757	3.46
New Haven	2,308	2.62	769	.96
Hamden	1,077	1.22	374	.47
Wallingford	734	.83	204	.26
Meriden	523	.59	334	.42
Central Connecticut Region	2,411	2.74	2,120	2.66
Bristol	852	.97	498	.62
Southington	949	1.08	736	.92
Plainville	198	.22	58	.07
New Britain	110	.12	109	.14
Flymouth	176	.20	673	.84
Greater Bridgeport Region	2,352	2.67	736	.92
Bridgeport	847	.96	257	.32
Stratford	690	.78	185	.23
Valley Region	1,582	1.79	1,146	1.44
Housatonic Valley Region	1,314	1.49	574	.72
Danbury	395	.45		
Capitol Region	1,079	1.23	292	.37
Hartford	509	.58		
Litchfield & Hills Region	643	.73	1,350	1.69
Torrington	-	-	576	.72
Litchfield	-	-	340	.43
Southwestern Region	309	.38		
Northwestern Region	-	-	258	.32
Remainder of State	356	.40	-	-
Out of State	762	.87	-	-
Remainder			237	.30
Total	87,097	100.00%	79,613	100.00%

Source: Connecticut Department of Transportation, 1970 Census Journey to Work (October, 1973) based on U. S. Bureau of the Census data from 1970 Census of Population.

Table II

Average Annual Unemployment Rates¹ 1970 to 1975
 Waterbury Labor Market Area (WLMA), The State and Nation

	WLMA		State	Nation
	Number	Percent	Percent	Percent
1970	7,700	8.0	5.7	4.9
1971	10,200	10.5	8.9	5.9
1972	8,800	8.8	8.2	5.6
1973	5,600	5.6	5.7	4.9
1974	6,600	6.4	6.2	5.6
June 1975	13,632	12.6	10.7	8.6

¹Unemployment by Place of Residence. Estimate of unemployment based on unemployment compensation and adjusted to reflect total level.

Source: Connecticut Department of Labor, Employment Security Division and 1975 Manpower Report of the President.

Table III

Non-Agricultural Employment Annual Averages, 1973
Waterbury Labor Market Area^a

	<u>Waterbury Labor Market Area</u>		State Percent	National Percent
	Number	Percent		
TOTAL	83,690	100.	100.	100.
Manufacturing	37,260	44.5	34.0	26.2
Food	1,140	1.4	1.0	2.3
Textiles & Apparel	1,470	1.8	2.1	3.1
Printing & Publishing	800	1.0	1.6	1.5
Chemicals, Rubber & Plastics	7,260	8.7	2.7	2.3
Primary Metals	4,670	5.6	1.9	1.7
Fabricated Metals	8,560	10.3	4.8	1.9
Machinery, except Electrical	2,630	3.1	4.7	2.7
Electrical Equipment	3,130	3.7	3.6	2.6
Instruments, Clocks & Watches	4,260	5.1	1.5	0.7
Other ^b	3,340	4.0	10.0	7.4
Non-Manufacturing	46,430	55.5	66.0	73.8
Construction	3,450	4.1	4.7	4.8
Transportation	1,630	1.9	2.3	(
Communication & Utilities	1,770	2.1	2.2	6.1
Trade	13,680	16.3	19.8	21.6
Wholesale	1,960	2.3	4.4	5.4
Retail	11,720	14.0	15.4	16.2
F.I.R.E. ^c	2,830	3.4	6.7	5.4
Services, Incl. Non-profit	13,040	15.6	16.8	17.0
Government	10,030	12.0	13.6	18.1

^aThe Waterbury Labor Market Area consists of the entire Central Naugatuck Valley Region except the Town of Oxford.

^bIncludes firms in ordnance, tobacco, lumber and wood, furniture and fixtures, paper, petroleum and coal products, stone, clay and glass, transportation equipment and miscellaneous manufacturing industries.

^cFinance, Insurance and Real Estate.

Source: Connecticut Department of Labor, Employment Security Division and Manpower Report of the President, 1974.

Table IVA

Distribution of Unemployment by Occupation Within the Central Naugatuck Valley Region: 1970

	Region			Waterbury			Remainder of Region		
	Civilian Labor Force	Unemployed*	Percent Unemployed	Civilian Labor Force	Unemployed*	Percent Unemployed	Civilian Labor Force	Unemployed*	Percent Unemployed
Professional & Managerial	21,531	420	2.0	8,618	203	2.4	12,913	217	1.7
Sales Workers	5,727	183	3.7	2,732	97	3.5	2,988	86	2.9
Clerical & Kindred	15,054	474	3.2	7,832	283	3.6	7,222	191	2.6
Craftsmen & Kindred	15,805	625	4.0	7,915	373	4.7	7,890	252	3.2
All Operatives	22,369	1,615	7.4	12,399	1,078	8.7	9,970	568	5.7
Laborers, Except Farm	3,874	264	6.8	2,116	194	9.2	1,753	70	4.0
Farm Workers	652	31	4.8	114	10	8.8	538	21	3.9
Service Workers	8,147	392	4.8	4,722	244	5.2	3,418	148	4.3
Private Household	501	27	5.4	290	9	3.1	211	18	8.5
TOTAL:	93,660	4,062	4.3	46,752	2,491	5.3	46,908	1,571	3.4

*20% Sample

Source: U. S. Census of Population, 4th Count Summary Tapes

Table IVB

Occupational Classification of the Unemployed with Work Experience by Race
for the Waterbury SMSA and the State: 1960 and 1970

Occupation of Unemployed	Total Population				Non White			
	1960 Wtby SMSA	1970 Wtby SMSA	1960 State	1970 State	1960 Wtby SMSA	1970 Wtby SMSA	1960 State	1970 State
White Collar	822	678	9,954	13,921	12	59	297	1,009
Blue Collar	2,732	2,845	27,467	23,055	253	377	2,085	3,243
Service Worker	355	400	4,251	4,661	67	62	795	837
Farm	16	15	888	390	0	6	70	56
Occupation Not Reported	298	0	3,634	0	56	0	484	0
Total Experienced Unemployed	4,223	4,017	46,194	43,100	388	504	3,731	5,216
Percent Distribution								
White Collar	19.5	16.9	21.5	32.3	3.1	11.7	8.0	19.3
Blue Collar	64.7	70.9	59.4	53.5	65.2	74.8	55.9	62.2
Service Worker	8.4	10.0	9.2	10.8	17.3	12.3	21.3	16.0
Farm	.4	.4	1.9	0.9	0	1.2	1.9	1.1
Occupation Not Reported	7.1	0	7.9	0	14.4	0	13.0	0
Total	100%	100%	100%	100%	100%	100%	100%	100%

Source: U. S. Census of Population, Connecticut, Social and Economic Characteristics, 1960, and General Social Economic Characteristics, 1970.

Table V

Unemployment by Census Tracts in the City of Waterbury: 1970

Census Tract	Total Unemployment Rate (Percent)	Male Unemployment Rate (Percent)	Female Unemployment Rate (Percent)
3501	9.3	12.5	5.6
3502	5.8	4.3	7.5
3503	8.4	9.2	7.3
3504	10.6	6.8	16.0
3505	10.1	9.3	11.2
3506	8.8	14.3	0
3507	2.3	4.2	0
3508	9.3	6.9	11.9
3509	1.9	1.7	2.2
3510	4.4	0.9	10.0
3511	4.2	0.8	8.7
3512	5.9	4.2	8.1
3513	5.0	3.3	7.5
3514	6.0	4.8	7.7
3515	4.1	2.3	6.5
3516	3.1	1.7	5.0
3517	6.2	7.9	3.7
3518	3.9	4.2	3.5
3519	0.8	1.8	0
3520	4.6	2.2	8.8
3521	3.4	2.2	5.1
3522	6.4	4.5	9.5
3523	2.7	1.3	4.5
3524	4.7	2.6	7.7
3525	3.9	2.1	6.3
3526	3.9	3.4	4.8
3527	5.4	5.0	5.9
3528	4.6	3.6	6.2
Waterbury	5.7	4.5	7.3

Source: U. S. Census of Population, Census Tracts, Waterbury, Connecticut,
PHC(1)-227.

Table VI

1974 Labor Force Data - Towns in the Central Naugatuck Valley Region
Labor Area - By Place of Residence

		<u>1974</u> Annual Average	<u>June - 1975</u>	<u>1970</u> During Census Week
Beacon Falls	L.F.	1,732.	1,737.	1,537.
	Empl.	1,669.	1,606.	1,495.
	Unempl.	63.	131.	42.
	%	3.6	7.5	2.7
Bethlehem	L.F.	963.	884.	764.
	Empl.	815.	784.	732.
	Unempl.	48.	100.	32.
	%	5.6	11.3	4.2
Cheshire	L.F.	8,379.	8,400.	7,444.
	Empl.	8,072.	7,766.	7,241.
	Unempl.	307.	634.	203.
	%	3.7	7.5	2.7
Middlebury	L.F.	2,659.	2,654.	2,364.
	Empl.	2,573.	2,475.	2,261.
	Unempl.	86.	179.	103.
	%	3.2	6.7	4.4
Naugatuck	L.F.	11,605.	11,824.	10,280.
	Empl.	11,008.	10,590.	9,885.
	Unempl.	597.	1,234.	395.
	%	5.1	10.4	3.8
Oxford	L.F.	2,157.	2,254.	1,912.
	Empl.	2,074.	2,056.	1,880.
	Unempl.	83.	198.	32.
	%	3.8	8.8	1.7
Prospect	L.F.	3,026.	3,031.	2,686.
	Empl.	2,917.	2,806.	2,610.
	Unempl.	109.	225.	76.
	%	3.6	7.4	2.8
Southbury	L.F.	2,659.	2,696.	2,357.
	Empl.	2,534.	2,437.	2,274.
	Unempl.	125.	259.	83.
	%	4.7	9.6	3.5
Thomaston	L.F.	2,833.	2,926.	2,501.
	Empl.	2,651.	2,551.	2,381.
	Unempl.	182.	375.	120.
	%	6.4	12.8	4.8
Waterbury-Town	L.F.	53,475.	56,032.	46,920.
	Empl.	49,316.	47,445.	44,261.
	Unempl.	4,159.	8,587.	2,659.
	%	7.8	15.3	5.7

Table VI (Continued)

	<u>1974</u>		<u>June - 1975</u>	<u>1970</u>
	<u>Annual Average</u>			<u>During Census Week</u>
Watertown	L.F.	8,790.	9,022.	7,864.
	Empl.	8,278.	7,964.	7,435.
	Unempl.	512.	1,058.	429.
	%	5.8	11.7	5.5
Wolcott	L.F.	5,961.	6,092.	5,271.
	Empl.	5,637.	5,423.	5,057.
	Unempl.	324.	669.	214.
	%	5.4	11.0	5.1
Woodbury	L.F.	2,818.	2,807.	2,513.
	Empl.	2,730.	2,626.	2,455.
	Unempl.	88.	181.	58.
	%	3.1	6.4	2.3
CNVR	L.F.	107,057	110,359	94,413
	Empl.	100,274	96,529	89,967
	Unempl.	6,683	14,730	4,446
	%	6.2	13.3	4.7
Waterbury	L.F.	53,475	56,032	46,920
	Empl.	49,316	47,445	41,261
	Unempl.	4,159	8,587	2,659
	%	7.8	15.3	5.7
Remainder of Region	L.F.	53,582	54,327	47,493
	Empl.	50,958	49,084	45,706
	Unempl.	2,524	5,243	1,787
	%	4.7	9.7	3.8

Source: Connecticut Labor Department Employment Security Division, Office of Research and Information, 1975. And the U. S. Bureau of Census, 1970 Census of Population and Housing, Census Tracts Waterbury, Connecticut, PHC(1)-227.

Table VII

Comparison of Mobility in 1960 and 1970 in the Waterbury S'SA and the State

Place of Residence 5 Years Ago	1960 Waterbury S'SA		1960 Non White		1960 State	1970 Waterbury S'SA		1970 Non White		1970 State
	Number	Percent	Number	Percent	Percent	Number	Percent	Number	Percent	Percent
Persons 5 Years and Over	161,888	100	6,195	100	100	190,593	100	13,855	100	100
Same Residence	93,751	57.9	2,265	36.6	53.8	117,390	61.6	5,174	37.3	57.5
Different Residence	64,106	39.6	3,612	58.3	43.0	60,609	31.9	6,124	44.2	34.8
Same County	51,488	31.8	2,927	47.3	30.3	42,628	22.4	4,632	33.4	21.7
Different County	12,618	7.8	685	11.1	12.7	17,981	9.4	1,492	10.8	13.0
Same State	5,989	3.7	118	1.9	3.6	9,245	4.9	255	1.8	3.8
Abroad	2,017	1.2	43	0.7	1.5	3,336	1.8	803	5.8	1.9
Moved Residence in Previous 5 Years										
Not Reported	1,914	1.2	275	0.4	1.7	9,258	4.8	1,758	12.7	5.8

Source: U. S. Bureau of the Census, Census of Population: 1970 General Social and Economic Characteristics, Final Report PC(1)-8, Connecticut, U. S. Government Printing Office, Washington, DC, 1972, and 1960 General Social and Economic Characteristics of Connecticut, U.S. Government Printing Office, Washington, DC.

Table VIII

Employment Trends in the CNVR 1960-1974

	Total June Nonagricultural Employment			Numerical Change 1960-1974	Percentage Change	Percentage Distribution Of Employment Growth
	1960	1970	1974			
CNVR	67,530	79,750	87,990	20,460	30.3	100%
Waterbury	44,210	47,450	49,800	5,590	12.6	27.3%
Remainder of Region	23,320	32,300	38,190	14,870	63.8	72.7%
	Percent of Total			Numerical Change 1970 to 1974	Percentage Change	Percentage Distribution Of Employment Growth
	1960	1970	1974			
CNVR	100%	100%	100%			
Waterbury	65.5%	59.5%	56.6%			
Remainder of Region	34.5%	40.5%	43.4%			
CNVR	8,240			10.3		1.00%
Waterbury	2,350			5.0		28.5%
Remainder of Region	5,890			18.2		71.5%

Source: Connecticut Labor Department, Employment Security Division, Office of Research and Information, July, 1975.

Table IX

Occupations of Employed Persons in Waterbury SMSA,
State and Nation: 1970

	Waterbury SMSA		State Percent	Nation Percent
	Number	Percent		
Prof., Tech., & Kindred Workers	12,564	14.75	17.5	14.82
Engineers	1,671	1.96	2.47	1.57
Physicians, Dentists and Related Practices	608	.71	.76	.70
Health Workers Except Practitioners	1,908	2.24	1.91	1.49
Teachers, Elementary & Secondary	2,948	3.46	3.65	3.31
Technicians, except Health	1,057	1.24	1.53	1.25
Other Professional Workers	4,372	5.13	7.16	6.48
Managers, Administrators, Except Farm	7,106	8.34	8.92	8.32
(Manufacturing	2,041	2.39	2.1	.89
Salaried(Retail Trade	1,434	1.68	1.62	.88
(Other Industries	2,572	3.02	4.01	5.23
Self (Retail Trade	496	.58	.58	.55
Employed(Other Industries	563	.66	.60	.59
Sales Workers	5,202	6.11	7.0	7.11
Manufacturing & Wholesale Trade	1,202	1.41	1.45	1.37
Retail Trade	3,161	3.71	3.86	3.56
Other Industries	839	0.98	1.67	2.16
Clerical and Kindred Workers	13,932	16.36	19.0	17.95
Bookkeepers	1,405	1.65	1.81	2.00
Secretaries, Stenographers, Typists	3,671	4.31	5.28	4.97
Other Clerical Workers	8,856	10.40	11.91	2.66
Craftsmen, Foremen & Kindred Workers	14,416	16.93	14.73	13.85
Automobile Mechanics including				
Body Repairmen	818	0.96	1.00	1.19
Mechanics & Repairmen, except Auto	1,595	1.87	1.80	2.00
Machinists	728	0.85	.83	.49
Metal Craftsmen, except Mechanics				
and Machinists	3,084	3.62	1.95	.94
Carpenters	932	1.09	1.09	1.10
Construction Craftsmen, except				
Carpenters	1,725	2.02	2.28	2.41
Other Craftsmen	5,534	6.5	5.75	4.48
Operatives, Except Transport	17,193	20.19	15.27	13.71
Durable Goods Manufacturing	10,589	12.43	9.71	1.54
Non-Durable Goods Manufacturing	4,620	5.42	3.19	1.22

Table IX (Cont.)

	Waterbury SMSA		State Percent	Nation Percent
	Number	Percent		
Non-Manufacturing Industries	1,984	2.33	2.12	.49
Transport Equipment Operatives	2,683	3.15	2.86	3.86
Truck Drivers	1,162	1.36	1.36	1.80
Other Transport Equipment Operatives	1,521	1.78	1.50	2.06
Laborers, Except Farm	3,468	4.07	3.33	4.48
Construction Laborers	637	.74	.64	.72
Freight, Stock & Material Handler	1,158	1.36	1.31	1.61
Other Laborers, Except Farm	1,673	1.96	1.37	.88
Farmers & Farm Managers	223	.26	.30	1.85
Farm Laborers & Farm Foremen	252	.29	.34	1.23
Service Workers, Except Private Household	7,611	8.94	9.72	11.26
Cleaning Service Workers	1,588	1.86	1.96	2.43
Food Service Workers	1,990	2.33	2.98	3.62
Health Service Workers	1,244	1.46	1.40	1.54
Personal Service Workers	935	1.09	1.15	1.50
Protective Service Workers	1,134	1.33	1.26	1.24
Private Household Workers	481	.56	.95	1.49

Source: U. S. Bureau of Census, Census of Population, 1970 General Social and Economic Characteristics, Final Report PC(1)-C8 Connecticut; and, Population Summary of the United States, U. S. Government Printing Office, Washington, DC.

Table X

Unemployment Rate by Race and Sex in the Waterbury SMSA: 1970

	<u>Unemployment Rate</u>
<u>Percent of Total Unemployed in SMSA</u>	<u>4.85</u>
Percent of Males 16 Years and Over Unemployed in SMSA	3.7
Percent of Females 16 Years and Over Unemployed in SMSA	6.4
Percent of Blacks Unemployed in SMSA	7.3
Percent of Black Females Unemployed in SMSA	8.6
Percent of Black Males Unemployed in SMSA	6.2
Percent of Spanish-Speaking Unemployed in SMSA	12.3
Percent of Spanish-Speaking Females Unemployed in SMSA	14.4
Percent of Spanish-Speaking Males Unemployed in SMSA	11.1
Percent of Whites Unemployed in SMSA	4.5
Percent of White Females Unemployed in SMSA	6.1
Percent of White Males Unemployed in SMSA	3.4

Source: U. S. Bureau of the Census, 1970 Census of Population and Housing, Census Tracts, Waterbury, Connecticut, PHC(1)227.

Table XI

Median Earnings of Persons in Experienced Civilian Labor Force
for Selected Occupations in the Waterbury SMSA: 1970

	<u>Total</u>		<u>Black</u>		<u>Spanish Speaking</u>	
	SMSA	Waterbury	SMSA	Waterbury	SMSA	Waterbury
Male, 16 Years and Over, with Earnings	\$ 8,373	\$7,801	\$6,383	\$6,313	\$6,180	\$5,787
Professional, Managerial & Kindred	11,351	9,788	7,015	6,822	2,500	-----
Craftsmen, Foremen & Kindred	8,885	3,520	6,762	6,722	6,667	6,152
Operatives, Including Transport	7,445	7,211	6,597	6,531	5,474	5,402
Laborers, Except Farm	5,608	5,540	5,761	5,704	6,000	6,116
Farmers and Farm Managers	5,325	-----	-----	-----	-----	-----
Farm Laborers, Except Unpaid and Farm Foremen	4,731	-----	-----	-----	-----	-----
Female, 16 Years and Over, with Earnings	\$ 4,099	\$4,110	\$3,664	\$3,640	\$3,828	\$3,871
Clerical and Kindred	4,271	4,312	3,738	3,639	-----	-----
Operatives, Including Transport	4,283	4,232	3,808	3,786	4,055	4,024

Source: U. S. Bureau of the Census, Census of Population: 1970 General Social and Economic Characteristics,
Final Report, PC(1)-C8 Connecticut, U. S. Government Printing Office, Washington, DC, 1972.

Table XII

Occupation of Non-White Population in 1960 and 1970 Within the Waterbury SMSA

Occupation of Employed	<u>1960</u>		<u>1970</u>	
	Waterbury SMSA	Percent Distribution	Waterbury SMSA	Percent Distribution
Total	2,568	100%	5,499	100%
White Collar	205	8.0	1,399	25.4
Professional	85	3.3	485	8.8
Managers	16	0.6	175	3.2
Sales	74	2.9	136	2.5
Clerical	30	1.2	603	11.0
Blue Collar	1,604	62.5	3,344	60.8
Craftsmen	325	12.7	660	12.4
Operatives, Including Transport	1,037	40.4	2,160	39.3
Laborers, Non Farm	242	9.4	504	9.2
Farm Workers	0	0	8	0.1
Service Workers	450	17.5	748	13.6
Service Workers	244	9.5	562	10.2
Private Household	206	8.0	186	3.4
Occupation Not Reported	309	12.0	-----	---

Source: U. S. Bureau of the Census, Census of Population: 1970 General Social and Economic Characteristics, Final Report PC(1)-C8 Connecticut, and 1960 General Social and Economic Characteristics of Connecticut.

Table XIII

Occupation of Employed Persons in the Waterbury SMSA by Race and Sex: 1970

	SMSA				White	White		Black	Black	Spanish	Spanish	Spanish
	Total	Male	Female	White	Male	Female	Black	Male	Female	Speaking	Speaking	Speaking
Total Employed												
16 Years and Over	85,131	51,727	33,404	79,632	48,669	30,963	3,968	2,043	1,925	1,531	1,015	516
White Collar	38,804	19,781	19,023	37,405	19,226	18,179	945	304	641	454	251	203
Professional & Technical	12,564	7,107	5,457	12,079	6,898	5,181	319	122	197	166	87	79
Mgrs. & Administrators	7,106	6,087	1,019	6,931	5,934	997	79	57	22	96	96	0
Sales Workers	5,202	3,056	2,146	5,066	2,982	2,084	89	49	40	47	25	22
Clerical & Kindred	13,952	3,531	10,401	13,329	3,412	9,917	458	76	382	145	43	102
Blue Collar	37,760	27,769	9,991	34,558	25,673	8,885	2,393	1,562	831	951	676	275
Craftsmen & Kindred	14,416	NA	NA	13,736	NA	NA	483	NA	NA	197	NA	NA
Operatives, Except												
Transportation	17,193	8,300	8,893	15,165	7,251	7,914	1,464	719	745	564	830	234
Transport Operatives	2,683	NA	NA	2,551	NA	NA	84	NA	NA	48	NA	NA
Laborers Non Farm	3,468	NA	NA	3,106	NA	NA	362	NA	NA	142	NA	NA
Other Blue Collar	NA	NA	1,098	NA	NA	971	NA	NA	86	NA	NA	41
Farm Workers	475	364	111	467	356	111	8	8	0	0	0	0
Service Workers	8,092	3,813	4,279	7,344	3,556	3,798	622	169	453	126	88	38
Service Workers	7,611	3,807	3,804	7,009	3,550	3,499	443	169	274	119	88	31
Private Household	481	6	475	295	6	289	179	0	179	7	0	7

Percent Distribution by Race and Sex

Total Employed												
16 Years and Over	100	100	100	100	100	100	100	100	100	100	100	100
White Collar	45.6	38.2	57.0	47.0	39.5	58.7	23.8	14.9	33.3	29.7	24.7	39.3
Professional & Technical	14.8	13.7	16.3	15.2	14.2	16.7	8.0	6.0	10.2	10.8	8.6	15.3
Mgrs. & Administrators	8.4	11.8	3.1	8.7	12.2	3.2	2.0	2.8	1.1	6.3	9.5	0
Sales Workers	6.1	5.9	6.4	6.4	6.1	6.7	2.2	2.4	2.1	3.1	2.5	4.3
Clerical & Kindred	16.4	6.8	31.1	16.7	7.0	32.0	11.5	3.7	19.8	9.5	4.2	19.8
Blue Collar	44.4	53.7	29.9	43.4	52.8	28.7	60.3	76.5	43.2	62.1	NA	NA
Craftsmen & Kindred	16.9	NA	NA	17.3	NA	NA	12.2	NA	NA	12.9	NA	NA
Operatives Except												
Transportation	20.2	16.1	26.6	19.0	14.9	25.6	36.9	35.2	38.7	36.8	32.5	45.4

Table XIII (Cont.)

Percent Distribution by Race and Sex (Cont.)

	SMSA				White	White		Black	Black	Spanish	Spanish	Spanish	Spanish
Total Employed	Total	Male	Female	White	Male	Female	Black	Male	Female	Speaking	Speaking	Speaking	Speaking
16 Years and Over	100	100	100	100	100	100	100	100	100	100	100	100	100
Transport Operatives	3.2	NA	NA	3.2	NA	NA	2.1	NA	NA	3.1	NA	NA	NA
Laborers Non Farm	4.1	NA	NA	3.9	NA	NA	9.1	NA	NA	9.3	NA	NA	NA
Other Blue Collar	NA	NA	3.3	NA	NA	3.1	NA	NA	4.5	NA	NA	NA	8.0
Farm Workers	0.6	0.70	0.3	0.6	0.7	0.4	0.2	0.4	0	0	0	0	0
Service Workers	9.5	7.4	12.8	9.3	7.3	12.3	15.7	8.3	23.5	8.2	8.7	7.4	7.4
Service Workers	8.9	7.4	11.4	8.9	7.3	11.3	11.2	8.3	14.2	7.8	8.7	6.0	6.0
Private Household	0.6	.01	1.4	0.4	.01	0.9	4.5	0	9.3	0.4	0	1.4	1.4

Source: U. S. Bureau of Census, Census of Population and Housing: 1970 Census Tracts, Final Report PHC(1)-227, Waterbury, Connecticut SMSA. U. S. Government Printing Office, Washington, DC, 1972.

Table XIV

Years of School Completed by Persons
In Waterbury SMSA 25 Years and Over: 1970

	Total Population		Black		Spanish Speaking		State
	Number	Percent	Number	Percent	Number	Percent	Percent
Persons 25 and Over	116,982	100	4,719	100	1,870	100	100
No School Completed	3,056	2.6	118	2.5	157	8.4	1.8
Elementary 1 to 4 Yrs.	4,194	3.5	247	5.2	239	12.8	2.5
5 to 8 Yrs.	11,375	9.7	912	19.3	316	16.9	8.9
8 Yrs.	17,614	15.0	623	13.2	322	17.2	12.9
High School 1 to 3 Yrs.	22,315	19.0	1,422	30.1	258	13.8	17.9
4 Yrs.	35,112	30.8	897	19.0	341	18.2	31.7
College 1 to 3 Yrs.	11,091	9.4	299	6.3	122	6.5	10.7
4 Yrs. or more	11,225	9.5	201	4.2	115	6.1	13.7

Source: U. S. Bureau of the Census, Census of Population and Housing: 1970 Census Tracts, Final Report
PHC(1)-227 - Waterbury, Connecticut SMSA. U. S. Government Printing Office, Washington, DC, 1972.

Table XV

Labor Force Participation Among Women with Children
Under 18 Years of Age in the Waterbury SMSA: 1970

Marital Status and Presence of Own Children	TOTAL		BLACK		SPANISH SPEAKING	
	Total	Waterbury	Total	Waterbury	Total	Waterbury
Total Women 16 Years Old and Over	77,030	41,895	3,583	3,418	1,368	1,104
With Own Children Under 6	14,114	6,815	992	954	567	454
In Labor Force	4,208	2,041	505	467	177	148
Percent in Labor Force	29.8	29.9	50.9	49.0	31.2	32.6
With Own Children 6 to 17 Years of Age	14,796	6,983	666	648	240	168
In Labor Force	8,484	4,100	472	459	141	107
Percent in Labor Force	57.3	58.7	70.9	70.8	58.8	63.7
Married Women 16 Years Old and Over, Husband Present -	46,310	23,061	1,498	1,422	867	665
With Own Children Under 6	12,895	5,973	602	568	510	397
In Labor Force	3,716	1,725	351	317	165	136
Percent in Labor Force	28.8	28.9	58.3	55.8	32.4	34.3
With Own Children 6 to 17 Years of Age	13,104	5,965	402	383	152	92
In Labor Force	7,324	3,466	300	291	116	82
Percent in Labor Force	55.9	58.1	74.6	75.0	76.3	89.1
Other Women 16 Years Old and Over Husband Not Present	30,720	18,834	2,085	1,996	501	439
With Own Children Under 6	1,219	842	390	386	57	57
In Labor Force	492	316	154	150	12	12
Percent in Labor Force	40.4	37.5	39.4	38.8	21.0	21.0
With Own Child 6 to 17 Years of Age	1,692	1,018	264	260	88	76
In Labor Force	1,160	634	172	168	25	25
Percent in Labor Force	68.6	62.2	65.1	64.6	28.4	32.8

Source: U. S. Bureau of the Census, Census of Population: 1970 General Social and Economic Characteristics, Final Report PC(1)C-8 Connecticut. U. S. Government Printing Office, Washington, DC, 1972.

Table XVI

Labor Force Participation Rates by Age and Ethnicity in the Waterbury SMSA: 1970

Percent in Labor Force	TOTAL POPULATION		BLACK		SPANISH SPEAKING	
	SMSA Total	Waterbury	SMSA Total	Waterbury	SMSA Total	Waterbury
Male						
14 and 15	10.3	8.7	2.7	2.7	-----	-----
16 and 17	42.8	45.1	26.8	31.0	56.2	-----
18 and 19	60.2	64.7	55.8	72.7	-----	-----
20 and 21	69.2	75.6	52.1	73.6	-----	-----
22 to 24	88.3	87.3	94.0	94.0	91.2	88.7
25 to 34	96.5	95.0	90.5	90.9	96.4	95.7
35 to 44	97.2	97.0	90.9	93.3	97.1	96.3
45 to 64	92.2	91.7	89.1	89.8	95.1	92.4
65 Years and Over	22.2	21.0	19.8	20.3	-----	-----
Female						
14 and 15	4.4	2.9	4.3	4.4	-----	-----
16 and 17	33.6	37.3	22.4	23.9	-----	-----
18 and 19	58.6	60.8	44.5	42.6	-----	-----
20 and 21	60.4	63.4	75.5	75.5	-----	-----
22 to 24	58.1	57.5	46.5	45.8	44.7	42.3
25 to 34	44.6	47.4	65.7	63.6	46.6	55.9
35 to 44	56.7	59.2	71.0	71.1	54.1	52.8
45 to 64	57.2	57.9	63.7	67.9	30.8	34.9
65 Years and Over	9.8	9.3	11.0	11.6	-----	-----

Source: U. S. Bureau of the Census, Census of Population: 1970 General Social and Economic Characteristics, Final Report PC(1)-C8 Connecticut, U. S. Government Printing Office, Washington, DC, 1972.

Table XVII

Approximate Number of Individuals to be
Served Through Comprehensive Employment and
Training Act (CETA) in the
CNVR during Fiscal Year 1976

	Title I	Title II	Title III	Title IV	Total
Waterbury	800	80	714	346	1,940
Remainder of Region	100	29	328	79*	536
CNVR	900	109	1,042	425	2,476

Expenditures for CETA Programs in the
CNVR during Fiscal Year 1976

	Title I	Title II	Title III	Title IV	Total
Waterbury	1,550,000	392,728	355,000	2,030,000	4,327,728
Remainder of Region	374,000	164,919	146,000	637,194*	1,372,113
CNVR	1,924,000	557,647	501,000	2,717,194	5,699,841

*For period 1/6/75 to 6/30/75

Source: The City of Waterbury CETA Administration, Narrative Description of Title I Program for Fiscal Year 1976, and The Balance of State Comprehensive Manpower Plan for Fiscal Year 1976.

Table XVIII

Age Distribution of State and
Waterbury SMSA Labor Force: 1970

Age	Waterbury SMSA		State	
	Total Labor Force	Percent of Total	Total Labor Force	Percent of Total
16-17	2,920	4.0	44,103	3.3
18-19	2,928	4.0	53,042	4.0
20-21	3,606	5.0	57,623	4.4
22-24	6,306	8.7	91,291	6.9
25-34	17,125	23.8	257,625	19.6
35-44	17,481	24.3	263,643	20.1
45-64	35,287	49.1	487,095	37.2
65+	3,265	4.5	53,831	4.1
TOTAL	71,793	100.	1,308,253	100.

Source: U. S. Bureau of the Census, Census of Population, 1970 General Social and Economic Characteristics Final Report PC(1)-C8 Connecticut.

Table XIX

Licensed Day Care Centers in the CNVR 1975

	Day Care Centers
Beacon Falls	1
Bethlehem	1
Cheshire	7
Middlebury	2
Naugatuck	5
Oxford	1
Frospert	1
Southbury	1
Thomaston	2
Waterbury	21
Watertown	7
Wolcott	5
Woodbury	2
CNVR	56
Waterbury	21
Remainder of Region	35

Source: Maternal & Child Health Section, Connecticut State Department of Health,
Licensed Day Care Centers in Connecticut, Listed by Town, List current
as of September 1, 1975.

Table XX

Occupations of Employed Residents - Waterbury SMSA

	1950		1960		1970		Numerical Change 1960	Percent Change 1970
	Number	Percent	Number	Percent	Number	Percent	1960	1970
Professional, technical & kindred workers....	5,729	8.9	7,726	10.7	12,564	14.8	4,838	62.6
Managers, officials and proprietors, excluding farm.....	4,938	7.6	4,888	6.8	7,106	8.4	2,218	45.4
Clerical and kindred workers.....	8,429	13.0	10,320	14.3	13,932	16.4	3,612	35.0
Sales Workers.....	3,859	6.0	4,523	6.2	5,202	6.1	670	15.0
Craftsmen, foremen and kindred workers.....	12,579	19.5	13,396	18.5	14,416	16.9	1,020	7.6
Operatives and kindred workers.....	19,933	30.8	20,032	27.6	17,193	20.2	-2,839	-14.2
Private household workers.....	777	1.2	855	1.2	481	0.6	-374	-43.7
Service workers, except private household....	3,926	6.1	4,535	6.3	7,611	8.9	3,076	67.8
Farm workers.....	771	1.2	363	0.5	475	0.6	110	30.9
Laborers, except farm and mine.....	3,145	4.9	2,593	3.6	3,468	4.1	875	33.7
Not reported.....	622	1.0	3,046	4.5	0	0	-	-
Total.....	64,708	100%*	72,477	100%*	85,131	100%*	12,654	17.5*

*May not add to 100.0% because of decimal rounding.

SOURCE: U. S. Census of Population, Connecticut, General Social and Economic Characteristics, 1960, and Census Tracts, Waterbury, Connecticut, PA-(1)227, 1970.

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